

AGENDA

MASSACHUSETTS AFL/CIO  
EXECUTIVE COUNCIL MEETING  
DECEMBER 17, 1987  
PARK PLAZA HOTEL - STANBRO ROOM

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PRESIDENT'S REPORT

SPEAKER - TOM GALLAGHER, DIRECTOR - NEW ENGLAND EQUITY INSTITUTE

SECRETARY/TREASURER'S REPORT

DEPARTMENT REPORTS - COPE & LEGISLATION - EDUCATION

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From Charles E. Thompson, President of the Pioneer Valley CLC to Pres. Osborn expressing his concern for the JTPA vacancy created when Norma Hicks left.

From Daniel Beauregard to Pres. Osborn resigning as Vice President of the Massachusetts AFL/CIO Council.

From James Tiernan, Urban Resources to Pres. Osborn thanking him for his help in having House Bill 5908 passed (Sprinkler Fitter's Licensing Bill).

Copy of a letter from Frank Myers to George J. O'Brien, President of Northampton Labor Council of a matter of a merge of Holyoke CLC and Northampton CLC with Pioneer Valley CLC.

From Paul Eustace to Pres. Osborn on submitting Bob Hanyes' name for the Mass. Jobs Council.

From Tony Romano, Pres. Carmen's L.U. 589 to Pres. Osborn thanking him for the support on Local 589's 75th Anniversary.

From Gene Upshaw, Exec. Dir. of the National Football League Players Association to Pres. Osborn thanking him for the support in their struggle with the National Football League monopoly.

From Dale Melcher from Women's Institute for Leadership Development to Pres. Osborn thanking him for the financial support and to let him know how the project fared.

From Marie Howe to Pres. Osborn thanking the officers and members for support and friendship and also holiday greetings.

From Ron Alman to the Massachusetts AFL/CIO regarding a demonstration on behalf of Soviet Jewry in Washington, D.C. on Sunday, Dec. 6, 1987 (1PM-4PM).

From AFL/CIO Laundry & Dry Cleaning Int'l Union to the Mass. AFL/CIO Council announcing the victory of the workers at Hospitals Laundry Association in their November 12th union election.

A memo from Ralph Tucker, Chairman, Workers' Compensation Commission to Adjusters, Administrators, Etc, regarding a 3 hour basic review of the new compensation legislation on Tuesday, January 26, 1988.



MINUTES

EXECUTIVE OFFICERS MINUTES

DECEMBER 10, 1987

PRESENT: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P. Lydon, Evers, and Faherty

MMS to appoint Chuck Monohan as chairman of the Alcohol & Drug Abuse Program replacing Joe Joyce.

MMS to send Joe Joyce a fruit basket.

MMS to send \$35.00 to USO.

MMS to set up panel for interviews for the H.T.U.P. and send a letter to applicants.

MMS to send a letter of affiliation to the Professional Flight Attendants.

MMS to support the Mass. AFL/CIO Exec. Office of Labor Dislocated Workers Program's request for a grant to create a Job Bank Program and to send a letter to the Dept. of Labor supporting this request.

MMS to file the following requests for donations.

1. Labor of Love donation
2. Dinner in honor of Pres. Winpisinger
3. Family Service
4. Flight Attendants
5. Merrimack Film request
6. Mass. Coalition on New Office Technology

MMS to send Pres. Osborn & Sec./Treas. Haynes to the Northeast Council Meeting January 13-15, 1988.

MMS on Sec./Treas Haynes's request to change accountant.

MMS to make a \$200 donation to Paperworkers at Jay Maine and Arthur will bring it with him on Wednesday.

Discussed Henry Correra's letter requesting funds to have tapes made up - English as a second Language (ESL).

Discussed with Nancy Mills and Elliot Stone who is the Exec. Dir. of Mass. Health Data Consortium about their services and the possibility of joining.

Discussed setting up a meeting with Sec. of Labor Paul Eustace and the Education Committee regarding funding for a role in a Workplace Education Program.



## MASSACHUSETTS AFL-CIO

FINANCIAL REPORTNOVEMBER 1987

## CREDITS

## DEBITS

GENERAL FUND:

ON HAND 11/1/87	\$ 41,889.36	
RECEIPTS - NOVEMBER	85,310.81	
TOTAL-----	\$ 127,200.17	
DISBURSEMENTS - GENERAL		\$ 63,216.94
DISBURSEMENTS - PAYROLL		39,310.52
		\$102,527.46
BALANCE 11/30/87	\$ 24,672.71	

PER CAPITA RECEIVED ON 236,602.31 MEMBERS

DISBURSEMENTS:

1. PRESIDENT EXPENSES	\$ 113.50
2. SEC. /TREAS. EXPENSES	489.35
3. DIRECTORS EXPENSES	310.00
4. TICKETS	1,200.00
5. DONATIONS	300.00
6. N.E. TELEPHONE	3,321.65
7. OFFICE EXPENSES	1,085.04
8. OFFICE SUPPLIES	2,054.74
9. BOSTON EDISON	190.38
10. PRINTING	2,721.89
11. POSTAGE & MAIL	1,000.00
12. P.R. EXPENSES	400.00
13. AUTO EXPENSES	2,804.81
14. RENT	2,200.00
15. HEALTH & DENTAL	5,705.22
16. 1987 CONVENTION	2,792.26
17. OFFICE EQUIPMENT	3,856.84
18. STAFF EXPENSES	10.12
19. 1988 BULK MAIL PERMIT	50.00
20. SUBSCRIPTIONS	335.00
21. WORKERS COMPENSATION INSURANCE	1,882.00
22. PHOTOGRAPHS	1,351.25
23. MESSENGER SERVICE	36.20
24. TELEGRAMS	13.70
25. INS. ON 44 TEMPLE PLACE	7,800.00
26. DISABILITY & LIFE INSURANCE	879.99
27. CREDIT UNION	6,771.03
28. ATTORNEY'S (3 MONTHS)	1,500.00
29. FRONTFLASH	1,672.02
30. 2¢ P/C TO COPE 9/87 & 10/87	9,714.60
31. LUNCHEONS & MEETINGS	577.95
32. ADP - PAYROLL SERVICE	77.40
	\$63,216.94



MASS. AFL-CIO FINANCIAL REPORT FOR NOVEMBER - PAGE 2

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ASSETS:

BOSTON SAFE	\$53,700.23
STATE OF ISRAEL BOND	1,000.00
DEPT. OF LABOR	400.00
PETTY CASH	100.00
MONEY MARKET ACCOUNT	7,406.69
	<hr/>
	\$62,606.92

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VOTER REGISTRATION	CREDITS:	DEBITS:
On Hand 11/1/87	\$59,978.00	
RECEIPTS - NOVEMBER	5,039.94	
DISBURSEMENTS:		\$4,096.84
	BALANCE	\$60,921.10

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SUMMARY OF DISBURSEMENTS:

DONATIONS	\$ 1,100.00
STAFF EXPENSES (TRAVEL)	175.42
TICKETS	1,380.00
CATERING SERVICES	260.93
DATA PROCESSING	213.49
GIFTS FOR CONVENTION	967.00
	<hr/>
	\$ 4,096.84

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PENSION PLAN:

BALANCE NOVEMBER 1987 - \$2,423.63

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# MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

50

January 4, 1987

*President*

ARTHUR R. OSBORN

*Executive Vice Presidents*

JOSEPH M. LYDON  
THOMAS G. EVERSON  
JOSEPH C. FAHERTY

*Secretary-Treasurer*

ROBERT J. HAYNES

*Vice Presidents*

RICHARD ABDOW  
RONALD ALMAN  
DANIEL A. BEAUREGARD  
EDWARD F. BURKE JR.  
ARTHUR BUTLER  
LINDA R. CHIGAS  
THOMAS CHIRILLO  
JANET CIEJKA  
EDWARD W. COLLINS JR.  
JOHN P. CONLEY  
CHARLES DeROSA  
PAUL L. DEVLIN  
JAMES FARMER  
BRUCE FERIN  
WILLIAM J. FOLEY  
WILLIAM F. IRVIN  
JOSEPH W. JOYCE  
JULIA KAMEL  
THOMAS P. KERR  
DONALD J. LEAHY  
DICK LeBLANC  
DAVID LIMA  
KEVIN MAHAR  
CHARLES McDEVITT  
NANCY MILLS  
A. MICHAEL MULLANE  
HERBERT OLLIVIERRE  
JOHN PHINNEY  
TONY ROMANO  
RICHARD RUMELT  
JOHN F. SIMMONS  
DOROTHY THOMAS  
CHARLES E. THOMPSON  
FRANK TOLAND  
BARNEY WALSH  
MANNY WILLIAMS

TO: MEMBERS OF THE EXECUTIVE COUNCIL

Enclosed for your review and approval are the minutes of the December 17th Executive Council meeting.

Our next meeting will take place:

THURSDAY, JANUARY 21, 1988

PARK PLAZA HOTEL - STANBRO ROOM

10:00 A.M. - Meeting  
12:15 P.M. - Luncheon

Just a reminder -- immediately following lunch, Lt. Governor Evelyn Murphy will give a presentation on the new "Blueprint 2000" Plan. A question and answer period will follow the presentation.

Please make every effort to attend.

Fraternally,  
*Robert J. Haynes*

Robert J. Haynes  
Secretary-Treasurer

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afl/cio  
enc.

MASSACHUSETTS / AFL-CIO

8 BEACON STREET

• BOSTON, MA 02108 • TELEPHONE 617 / 227-8260



MINUTES  
FINANCE COMMITTEE  
DECEMBER 8, 1987

PRESENT: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P.'s Lydon, Evers & Faherty and V.P. Alman

ABSENT: V.P.'s Joyce, (sick), Devlin (jury duty) and Walsh (U.B.)

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Discussion took place on consolidation of ten active accounts to four accounts (1. General, 2. Education, 3. COPE/Voter Registration, 4. Industrial Union).

Support for Sec./Treas. Haynes's recommendation to change accountants. Check to see if letter was sent to Don McGuire - new accountants are Green & Dominico.

Annual pay raise:

- A) 5% to Pres. & Sec./Treas base of 5,500
- B) 5% to all staff
- C) adjustment to Marie - in addition to 5% - based on long overdue evaluation and the addition of new assignments and responsibility.
- D) Legislative Director was discussed and settled in previous meeting.

Discussion on the possibility of changing banks from Patriot/Bank of N.E. - will want to see outcome of Building Association issue, specifically penalty assessment of 4% of \$962,000 IRB.

MMS to allow Sec./Treas. to trade H&W offered by Council to pay Ironworkers Local #7 Pension Benefits. Sec./Treas's pay will be adjusted so that Massachusetts AFL/CIO Council will not absorb any cost and above what would have been paid to the Sec./Treas. had the standard package of wages and benefits been selected. In addition a legal opinion will be obtained from Attorney Goldman stating the legality of same.



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# Bob - for November Council Meeting

## Summary of Disbursements

### 1 PRESIDENT EXPENSES

Parking etc Arthur

113 50

113 50

### 2 SEC/JRENS EXPENSES

Parking etc Bob

489 35

489 35

### 3 DIRECTORS EXPS

Auto - Marty

310 00

310 00

### 4 TICKETS

Painters

250 00

Pushing Awards

500 00

D. Wightman Test

200 00

Kennedy Dinner

250 00

1200 00

### 5 DONATIONS

JFK Library

100 00

SMU

200 00

300 00

6. NE TELEPHONE

SERVICE OCT + NOV.

3321 65

3321 65

7. OFFICE EXPENSES:

Hob Flooring	616 00
Petty Cash	77 86
Scott Carpet	250 00
Metro Stamps	35 80
Poland Spring	105 38
	<u>1085 04</u>

1085 04

8. OFFICE SUPPLIES:

Stimpson Office Prod's	397 80
Blake + Rebhan	394 68
Pitney Bowes	108 50
Blake + Rebhan	1153 76
	<u>2054 74</u>

2054 74

9. BOSTON EDISON

SERVICE

190 38

190 38

10. PRINTING

Printers Ink (Opus)	22 05
Stone Service Press	1247 40
City Press	924 00
Harrich Litho	528 44
	<u>2721 89</u>

2721 89

(3)

POSTAGE & MAIL

Meter Mail

1000<sup>00</sup>1000<sup>00</sup>P R Exps:R Rogers }  
J Laughlin } Newslette200<sup>00</sup>200<sup>00</sup>400<sup>00</sup>Auto EXPENSES

Gas &amp; Oil

469<sup>29</sup>

Leases

901<sup>82</sup>

Repairs &amp; Maint -

1042<sup>17</sup>

Bob's Car.

391<sup>23</sup>2804<sup>81</sup>93 Realty TRUST

RENT

2200<sup>00</sup>2200<sup>00</sup>Health & Dental

For Nov.

5705<sup>22</sup>5705<sup>22</sup>1987 CONVENTION EXPS.

Exhibit Aids.

98<sup>25</sup>

Re-imb J. Faherty

322<sup>53</sup>

Gordon's Liquors

2282<sup>81</sup>

ACE Trophy

88<sup>67</sup>

2792 26

6. NE TELEPHONE

SERVICE OCT + NOV.

3321 65

3321 65

7. OFFICE EXPENSES:

Hub Flooring	616 00
Petty Cash	77 86
Scott Carpet	250 06
Metro Stamps	35 80
Poland Spring	105 38
	<hr/>
	1085 04

8. OFFICE SUPPLIES:

Stimpson Office Prod's	397 80
Blake + Rebhan	394 68
Pitney Bowes	108 50
Blake + Rebhan	1153 76
	<hr/>
	2054 74

9. BOSTON EDISON

SERVICE

190 38

190 38

10. PRINTING

Pantene Ink (open)	22 05
Stone Service Press	1247 40
City Press	924 00
Harrwich Litho	528 44
	<hr/>

2721 89

(3)

11 POSTAGE & MAIL

Meter Mail

	1000 <sup>00</sup>
	1000 <sup>00</sup>

12 P R Exps

R Rogers	Newsletter	200 <sup>00</sup>
J Laughlin		200 <sup>00</sup>

200 <sup>00</sup>
200 <sup>00</sup>

400 <sup>00</sup>
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13 Auto EXPENSES

Gas &amp; Oil

469<sup>29</sup>

Leases

901<sup>82</sup>

Repairs &amp; Maint -

1042<sup>17</sup>

Bob's Car

391<sup>23</sup>

2804 <sup>81</sup>
--------------------

14 93 Realty TRUST

RENT

2200<sup>00</sup>

2200 <sup>00</sup>
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15 Health & Dental

For Nov.

5705<sup>22</sup>

5705 <sup>22</sup>
--------------------

16 1987 CONVENTION EXPS.

Exhibit Aids

98<sup>25</sup>

Re-imb J Faherty

322<sup>53</sup>

Gordon's Liquors

2282<sup>81</sup>

ACE Trophy

88<sup>67</sup>

2792 <sup>26</sup>
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(4)

17 OFFICE EQUIPMENT:

Putney Bowes - Lease	426 83
Zenith Computer	3325 01
Putney Bowes -	105 00
	<u>3856.84</u>

18 STAFF EXP's

Phyllis - travel	<u>10.12</u>
	<u>10.12</u>

19 1988 BULK MAIL PERMIT

-	<u>50.00</u>
	<u>50.00</u>

20 SUBSCRIPTIONS

Legislative Reporting Serv.	210 00
State House News	125 00
	<u>335 00</u>

21 WORKERS COMP INS.

Liberty Mutual	<u>1882 00</u>
	<u>1882 00</u>

22 PHOTOGRAPHS

Various locations (including Conv. & Prints for Newspaper)	<u>1351.25</u>
	<u>1351.25</u>

(5)			
23.	<u>MESSENGER SERVICE</u>		
	For Nov	36 20	
24.	<u>TELEGRAMS</u>		36 20
	Western Union	13 70	
			13 70
25.	<u>Ins on 44 Temple Place</u>		
	to be re-imbursed	7,800 00	
26.	<u>Disability &amp; Life Ins.</u>		7,800 00
	Macraeas (Disabil)	590 55	
	Life Ins.	289 44	
			879 99
27.	<u>CREDIT UNION</u>		
	Employee Savings on Payroll deduction	6771 03	
28.	<u>Attorneys RETAINER</u>		6771 03
	3 months @ 500 00	1500 00	
			1500 00
29.	<u>FRONTLASH</u>		
	50% for J Shaw 2 mo's	1672 02	
			1672 02

(6)

30. 2 £ P/C to COPE

Sept

4674 66

Oct

5039 94

9714.6031. Luncheons, Meetings etc

PUBLIC House

577 95

577 95

32 ADP

Payroll Service

77 40

77 40

# The New England Equity Institute

**Tom Gallagher, Director**

20 East Street  
Boston, MA 02111  
(617) 350-6152

**Advisory Board\***

Rey Arman Puerto Rican Congress  
Jane Baiser, Executive Director  
Massachusetts Women's Statewide  
Legislative Network  
Dominic Bazzetto, President, Local 26,  
Hotel and Restaurant Workers Union  
Jim Carroll, Author  
Sue Conn, Director, Parents United for  
Child Care  
Peter Dreier, Author and Housing Policy  
Expert  
Geneva Evans, President, Local 1475,  
Service Employees International Union  
Tom Evers, President, Massachusetts  
Building Trades Council  
Jew Fader, Director, Massachusetts  
Affordable Housing Alliance  
Nancy Finkelstein, President  
Massachusetts Teachers Association  
Stella Frimmel, Massachusetts Senior  
Action  
Ken Geier, Assistant Professor of Urban  
and Environmental Policy, Tufts  
University  
Nancy Glik, Massachusetts Tenants  
Association  
Hubie Jones, Dean, Boston University  
School of Social Work  
Steve Kaloian, Massachusetts Public  
Interest Research Group  
Charles Knight, Commonwealth Institute  
Kathy Mainzer, Executive Director  
Massachusetts Coalition for the  
Homeless  
Vin McCarthy, Vice President & Public  
Policy Chair, Massachusetts Americans  
for Democratic Action  
Eowyn Melendez, Assistant Professor of  
Urban Studies and Planning  
Massachusetts Institute of Technology  
Judy Meredith, Meredith and Associates  
Margaret Merry, Honorary Chair, Women  
for Economic Justice  
S.M. (Mike) Miller, Professor of Sociology  
and Economics, Boston University  
Nancy Mills, Business Agent, Local 285,  
Service Employees International Union  
Ken Reeves, Singleton, Reeves, Bowzer  
and Huggins  
Andy Reschovsky, Associate Professor of  
Economics, Tufts University  
Bob Ross, Professor of Sociology, Clark  
University  
Jerry Rubin, Democratic Socialists of  
America  
Chuck Sabel, Associate Professor of  
Social Sciences, Massachusetts  
Institute of Technology  
Juliet Schor, Assistant Professor of  
Economics, Harvard University  
Renee Scott, Administrator, Haymarket  
Foundation  
Tom Snyder, Director, Massachusetts Fair  
Share  
H. Lewis Spence, Beacon Companies  
Kate Villers, Executive Director, Villers  
Foundation, Massachusetts  
Debbie Weinstein, Author, Poor People's  
Budget  
Bronwen Zwirner, Education and Political  
Action Director, New England  
Regional Joint Board, Amalgamated  
Clothing and Textile Workers Union

\*(Partial listing. Organizational  
affiliations listed for purposes of  
identification only.)

## SHARING THE PAIN? MASSACHUSETTS LAYOFFS AND EXECUTIVE SALARIES

A NEW ENGLAND EQUITY INSTITUTE REPORT  
by Tom Gallagher  
December 17, 1987

## INDEX

- PAGE 1 SHARING THE PAIN?
- PAGE 4 NATIONAL TREND
- PAGE 6 EXECUTIVE PERFORMANCE
- PAGE 8 CHART 1 - THE SCROOGE LIST
- PAGE 11 CHART 2 - THE 1986 RAISES
- PAGE 14 CHART 3 - EXECUTIVE PERFORMANCE

## SHARING THE PAIN?

If the recent past is any guide, Massachusetts employees laid off by large national corporations shouldn't be expecting the boss to suffer along with them.

Over the past few years, while thousands of employees found the proverbial pink slip in their pay envelope, their companies' top executives, for the most part, found only more green in theirs.

Among the 317 companies reviewed in *Business Week's* 1987 "Executive Compensation Scorecard" were 19 which have announced layoffs of 20,140 Massachusetts employees over the past three years.

According to the survey the top executives from these 19 corporations made an average of \$843,263.15 in salaries and bonuses in 1986.

The average raise in salary and bonus received by these executives in 1986 amounted to \$104,140.34. (SEE CHART 2)

When long term compensation is taken into account, the 38 executives were paid an average of \$1,252,578.90 for the year, with 18 of them taking in over a million dollars. (SEE CHART 1- THE SCROOGE LIST)

Three of the seven companies which have laid off more than 1,000 in Massachusetts over the past three years paid both of their top two executives over \$1,000,000 in 1986, the last year for which figures are available.

GENERAL MOTORS, which laid off 170 autoworkers in FRAMINGHAM in September, 1987, and another 3,700 in November, paid Roger B. Smith, Chairman and Chief Executive Officer, \$1,368,000, and F.J. McDonald, President and Chief Operating Officer, \$1,174,000 in 1986. In both cases these figures represented a 15% raise.

GENERAL ELECTRIC, which laid off 1,300 employees in PITTSFIELD earlier this year, and another 300 in LYNN last year, paid Chairman and Chief Executive Officer J.F. Welch \$1,668,000, and Vice-chairman L.A. Bossidy \$1,142,000 in 1986 - raises of 13% and 18% respectively.

When Welch's salary and bonus was combined with \$2,179,000 in long term compensation, he received \$3,867,000, making him the 14th highest paid executive in the nation in 1987. Bossidy made \$1,778,000 in total.

UNITED TECHNOLOGIES, which laid off 1,019 in SPRINGFIELD in February, 1986, reimbursed President and Chief Executive Officer R.F. Daniel \$1,107,000 in 1986. And despite taking a 44% salary cut, when long term compensation was added in, the company's now departed Chairman, H.J. Gray, received \$1,341,000.

Also of note were:

FIREMAN'S FUND, which laid off 499 insurance industry workers state wide in 1987 as it discontinued operations in this state, gave President William McCormick total compensation of

\$3,171,000, making him the 24th highest paid executive in America.

GOODYEAR TIRE AND RUBBER, which laid off 140 in NEW BEDFORD in 1986, made its chairman Robert Mercer the 22nd highest paid executive in the nation in 1986 by giving him a total payment of \$3,301,000.

(FOR A COMPLETE LIST SEE CHART 1)

#### NATIONAL TREND

The disparity between the treatment accorded to top corporate executives and to their Massachusetts employees is not particularly unusual across the nation. On the contrary, many people view it as part of a growing national trend toward increased economic security at the top and increased economic insecurity at the bottom.

In a May 4, 1987 story accompanying the "Executive Compensation Scorecard", Business Week reported that nationwide "While most managers and run-of-the-mill executives had to settle for raises of less than 6%, the average chief executive's salary and bonus jumped 17.9%, to \$829,887 in 1986.

"...All told, the companies in BW's survey boosted their top two executives pay and bonuses by an average 17% to \$703,096."

Business Week further notes that with "a 56% rise in long term compensation, the CEO's total pay increased 29%, to an average \$1.2 million."

On April 30 of this year, Associated Press reported that executives were giving themselves raises "more than twice as large as the percentage increases going to blue collar workers, government figures show."

While recently laid off Framingham General Motors employees might question the fairness of Roger Smith's paycheck in the light of their own uncertain future, not everyone sees it that way. On April 30, 1987, UPI quoted Roy Roberts, GM's vice president of personnel, on his boss: "As far as I am concerned,"

he said, "you cannot pay Roger Smith too much for the challenges that we have and the job that he is doing."

## EXECUTIVE PERFORMANCE

(SEE CHART 3)

While his subordinates may have thought highly of General Motors chairman Roger Smith's performance, Business Week did not agree. In a pay-performance analysis, the magazine awarded him a "4" both in the category of pay versus shareholder return and pay versus corporate profit. A "4" is the second lowest possible score.

The highest ratings went to executives of companies in which shareholders, or the company itself, made the most money compared to what the rated executives received. The lowest ratings went to those executives who personally made the most money compared to what shareholders or the company made. (Definition of ratings follows chart 3.)

Executives were compared to others in their industry group. Ratings were distributed so that 15% received a "1", 25% a "2", 35% a "3", 20% a "4", and 5% a "5".

THE GROUP FROM THE "MASSACHUSETTS LAYOFF COMPANIES" RECEIVED THE FOLLOWING RATINGS:

1 - 0

2 - 1

3 - 23

4 - 27

5 - 5

Of the 56 available ratings, these executives scored below average 32 times, and above average only once.

The list includes An Wang, Chairman, President, and Chief Executive Officer of Wang Laboratories, which laid off 1,000 workers statewide in 1985, and another 153 in Holyoke in February 1987; and Edson DeCastro, President of Data General, which laid off 500 statewide in July, 1987.

The two Massachusetts based executives were rated 3rd and 4th lowest, respectively, in the nation in the category of return to shareholders compared to their personal earnings.

Apparently the 20,140 employees laid off by the 19 companies are not the only people with reason for dissatisfaction with executive decisions. According to the Business Week analysis, as a group these executives were woefully below average in giving both their companies and their shareholders their money's worth.

CHART 1: THE SCROOGE LIST

MASSACHUSETTS LAYOFFS AND THE INCOME OF THOSE WHO LAID THEM OFF

COMPANY	LOCATION OF LAYOFF	SIZE	DATE (APPROX)	CEO	TOTAL COMPENSATION (SALARY & BONUS & <del>TOTAL LONG TERM</del> COMPENSATION)
GENERAL DYNAMICS	QUINCY	6,334	7/26/85	S.C. PACE CHMN & CEO O.C. BOILEAU PRES.	752,000 816,000
GENERAL MOTORS	FRAMINGHAM	170	9/14/87	R.B. SMITH	1,368,000
	FRAMINGHAM	<u>3,700</u>	11/30/87	CHMN. & CEO F.J. MCDONALD PRES. & COO	1,174,000
		<u>3,870</u>			
GENERAL ELECTRIC	PITTSFIELD	1,300	3/2/87	J.F. WELCH	3,867,000
	LYNN	200	7/12/86	CHMN. & CEO	
		<u>100</u>	7/12/86	L.A. BOSSIDY VICE-CHMN.	1,778,000
		<u>1,600</u>			
AMERICAN TELEPHONE & N. ANDOVER TELEGRAPH	SPRINGFIELD	202	1/8/87	J.E. OLSON	1,373,000
		<u>1,395</u>	4/18/87	CHMN. & CEO R.E. ALLEN PRES. & COO	829,000
		<u>1,597</u>			
WANG LABORATORIES	STATEWIDE	1,000	6/6/85	A. WANG	405,000
	HOLYOKE	<u>153</u>	2/18/87	CHMN., PRES. & CEO H.H.S. CHOU VICE-CHMN. & CFO	320,000
		<u>1,153</u>			
UNITED TECHNOLOGIES	SPRINGFIELD	1,019	2/5/86	R.F. DANIELL PRES. & CEO H.J. GRAY CHMN.	1,107,000 1,341,000
SEARS ROEBUCK	BOSTON	1,100	1/88	E.A. BRENNAN CHMN. & CEO R.M. JONES PRES. & CFO	1,242,000 880,000

HONEYWELL	BILLERICA LAWRENCE WALTHAM BOSTON CAMBRIDGE BOSTON AREA	600 500 1,100	12/10/85 11/13/87	E.W. SPENCER CHMN. & CEO J.J. RENIER VICE-CHMN.	679,000 467,000
TEXTRON (AVCO SYSTEMS)	TEWKSBURY STATEWIDE	250 325 575	1/87 5/30/87	B.F. DOLAN CHMN., PRES & CEO D.K. FARRAR SR. EXEC. VP	1,941,000 896,000
DATA GENERAL	STATEWIDE	500	7/24/87	E.D. DECASTRO PRES. H.J. RICHMAN EXEC. V.P.	453,000 344,000
FIREMAN'S FUND	MIDDLEBORO BOSTON	499	7/2/87	R.W. BRUCE EXEC VP & CIO W.M. MCCORMICK PRES.	1,350,000 3,171,000
LITTON INDUSTRIES	ATHOL (UNION BUTTERFIELD)	252	3/12/85	F.W. O'GREEN CHMN. & CEO O.L. HOCH PRES. & COO	2,071,000 921,000
GOODYEAR TIRE & RUBBER	NEW BEDFORD	140	12/24/86	R.E. MERCER CHMN. & CEO T.H. BARRETT PRES. & COO	3,301,000 1,462,000
AVNET TECHNO- LOGIES	WOBURN	90	6/9/86	A.R. HAMILTON CHMN. & CEO L. MACHIZ VICE-CHMN, CEO & PRES	713,000 909,000
APPLE COMPUTER	MARLBORO	80	6/27/85	J. SCULLEY PRES & CEO D.W. YOCAM EXEC VP & COO	1,698,000 829,000

REYNOLDS METALS      FALL RIVER      75    8/19/86    W.O. BOURKE      739,000  
                          N. BILLERICA  
                          W. SPRINGFIELD  
                          (REYNOLDS  
                          ALUMINUM)

R.G. HOLDER      544,000  
EXEC. VP & COO

OLIN      WILMINGTON      65    6/10/86    J.M. HENSKE      857,000  
                          CHMN. & CEO  
                          J.W. JOHNSTONE    591,000  
                          PRES. & COO

CITYCORP      PEABODY      62    9/18/87    J.S. REED      2,648,000  
(PERSON TO  
PERSON  
FINANCIAL CENTER)      CHMN.  
                          T.C. THEOBOLD 1,181,000  
                          VICE-CHMN.

MONSANTO      BOSTON      29    1/30/86    R.J. MAHONEY    1,673,000  
(MONSANTO  
INDUSTRIAL  
CHEMICALS)      CHMN. & CEO  
                          E.H. HARBISON    908,000  
                          PRES. & COO

---

TOTAL LAYOFFS      20,140      1986 AVERAGE CHIEF \$1,252,578.90  
ANNOUNCED  
1985 - 1987      EXECUTIVE TOTAL  
                          COMPENSATION

CHART 2: THE 1986 RAISES

COMPANY	CEO	1986 RAISE OR DECREASE IN SALARY & BONUS	1986 SALARY & BONUS	% +/-
GENERAL DYNAMICS	S.C. PACE CHMN & CEO O.C. BOILEAU PRES.	+184,105  -127,840	752,000  545,000	+33  -19
GENERAL MOTORS	R.B. SMITH CHMN. & CEO F.J. MCDONALD PRES. & COO	+178,435  +153,130	1,368,000  1,174,000	+15  +15
GENERAL ELECTRIC	J.F. WELCH CHMN. & CEO L.A. BOSSIDY VICE-CHMN.	+191,894  +174,203	1,668,000  1,142,000	+13  +18
AMERICAN TELEPHONE TELEGRAPH	J.E. OLSON CHMN. & CEO R.E. ALLEN PRES. & COO	+228,429  +167,769	1,107,000  727,000	+26  +30
WANG LABORATORIES	A. WANG CHMN. PRES., & CEO H.H.S. CHOU VICE-CHMN. & CFO	0  +6,275	405,000  320,000	0  +2
UNITED TECHNOLOGIES	R.F. DANIELL PRES. & CEO H.J. GRAY CHMN.	+40,476  -491,071	850,000  625,000	+5  -44
SEARS ROEBUCK	E.A. BRENNAN CHMN. & CEO R.M. JONES PRES. & CFO	+256,286  NA	1,242,000  880,000	+26  NA

HONEYWELL	E.W. SPENCER CHMN. & CEO J.J. RENIER VICE-CHMN.	-229,549 -102,741	562,000 -29 438,000 -19
TEXTRON (AVCO SYSTEMS)	B.F. DOLAN CHMN., PRES & CEO D.K. FARRAR SR. EXEC. VP	+223,627 +251,396	1,466,000 +18 896,000 +39
DATA GENERAL	E.D. DECASTRO PRES. H.J. RICHMAN EXEC. V.P.	+78,620 +57,333	453,000 +21 344,000 +20
FIREMAN'S FUND	R.W. BRUCE EXEC VP & CIO W.M. MCCORMICK PRES.	NA +7,000	1,350,000 NA 707,000 +1
LITTON INDUSTRIES (UNION BUTTER- FIELD)	F.W. O'GREEN CHMN. & CEO O.L. HOCH PRES. & COO	+154,850 +91,270	1,346,000 +13 921,000 +11
GOODYEAR TIRE & RUBBER	R.E. MERCER CHMN. & CEO T.H. BARRETT PRES. & COO	+68,404 +23,879	557,000 +14 365,000 +7
AVNET TECHNO- LOGIES	A.R. HAMILTON CHMN. & CEO L. MACHIZ VICE-CHMN, CEO & PRES	-97,227 -97,227	713,000 -12 713,000 -12
APPLE COMPUTER	J. SCULLEY PRES & CEO D.W. YOCAM EXEC VP & COO	+643,342 +199,143	1,698,000 +61 492,000 +68

REYNOLDS METALS	W.O. BOURKE PRES & CEO R.G. HOLDER EXEC. VP & COO	+277,854 NA	712,000 +64 507,000 NA
OLIN	J.M. HENSKE CHMN. & CEO J.W. JOHNSTONE	+194,667 +135,734	803,000 +32 493,000 +38
CITYCORP	J.S. REED CHMN. T.C. THEOBOLD VICE-CHMN.	+206,115 +47,943	1,143,000 +22 847,000 +6
MONSANTO	R.J. MAHONEY CHMN. & CEO E.H. HARBISON PRES. & COO	+541,038 +366,000	1,042,000 +108 671,000 +120

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AVERAGE 1986 INCREASE	\$104,140.34	AVERAGE 1986 SALARY & BONUS \$843,263.15
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+12.3%

\* NA - INFORMATION NOT AVAILABLE

CHART 3: EXECUTIVE PERFORMANCE

COMPANY	CEO	1984-1986 PAY VS. SHAREHOLDER RETURN	1984-1986 PAY VS. CORPORATE PROFIT
GENERAL DYNAMICS	S.C. PACE CHMN & CEO O.C. BOILEAU PRES.	NA* 5	NA 4
GENERAL MOTORS	R.B. SMITH CHMN. & CEO F.J. MCDONALD PRES. & COO	4 4	4 4
GENERAL ELECTRIC	J.F. WELCH CHMN. & CEO L.A. BOSSIDY VICE-CHMN.	4 4	3 3
AMERICAN TELEPHONE TELEGRAPH	J.E. OLSON CHMN. & CEO R.E. ALLEN PRES. & COO	4 4	4 4
WANG LABORATORIES	A. WANG CHMN., PRES. & CEO H.H.S. CHOU VICE-CHMN. & CFO	5 (RANKED 3RD LOWEST IN NATION) 5	4 4
UNITED TECHNOLOGIES	R.F. DANIELL PRES. & CEO H.J. GRAY CHMN.	NA 4	NA 4
SEARS ROEBUCK	E.A. BRENNAN CHMN. & CEO R.M. JONES PRES. & CFO	3 NA	3 NA

HONEYWELL	E.W. SPENCER CHMN. & CEO J.J. RENIER VICE-CHMN.	3 3	4 4
TEXTRON (AVCO SYSTEMS)	B.F. DOLAN CHMN., PRES & CEO D.K. FARRAR SR. EXEC. VP	3 NA	3 NA
DATA GENERAL	E.D. DECASTRO PRES.  H.J. RICHMAN EXEC. V.P.	5 (RANKED 4TH LOWEST IN NATION) 5	4 4
FIREMAN'S FUND	R.W. BRUCE EXEC VP & CIO W.M. MCCORMICK PRES.	NA NA	NA NA
LITTON INDUSTRIES (UNION BUTTER- FIELD)	F.W. O'GREEN CHMN. & CEO O.L. HOCH PRES. & COO	4 4	3 3
GOODYEAR TIRE & RUBBER	R.E. MERCER CHMN. & CEO T.H. BARRETT PRES. & COO	3 3	4 4
AVNET- TECHNO- LOGIES	A.R. HAMILTON CHMN. & CEO L. MACHIZ VICE-CHMN, CEO & PRES	NA NA	NA NA
APPLE COMPUTER	J. SCULLEY PRES & CEO D.W. YOCAM EXEC VP & COO	4 NA	3 NA

REYNOLDS METALS	W.O. BOURKE PRES & CEO R.G. HOLDER EXEC. VP & COO	3 NA	3 NA
OLIN	J.M. HENSKE CHMN. & CEO J.W. JOHNSTONE PRES. & COO	3 2	4 4
CITYCORP	J.S. REED CHMN. T.C. THEOBOLD VICE-CHMN.	3 4	3 3
MONSANTO	R.J. MAHONEY CHMN. & CEO E.H. HARBISON PRES. & COO	3 3	3 3

\* NA - INFORMATION NOT AVAILABLE

BUSINESS WEEK DEFINES ITS RATINGS:

"PAY VERSUS SHAREHOLDER RETURN RATING shows how an executive stacks up against his industry peers, measured in terms of pay relative to total return to shareholders. The rating is based on an index in which the value of the investment at the end of the three-year period is divided by an executive's total pay and then compared with other executives in the same industry group."

"PAY VERSUS CORPORATE PROFIT RATING shows how an executive compares with his industry peers in pay for company profitability. The rating is based on an index that provides equal weight to the company's overall return on common equity as well as its improvement or decline during the past three years. Both these measurements are divided by an executive's total pay and then compared with others in the same industry grouping."

**GREATER BOSTON**  
A. Philip Randolph Institute

December 16, 1987

Mr. Arthur R. Osborn, President  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Brother Osborn:

January 14 (Thursday), 1988, Boston CLUW and APRI are cosponsoring a Martin Luther King event at Howard Johnson's Boston Southeast Hotel, 5 Howard Johnson Plaza, Dorchester (near Andrew Square MBTA station). We would very much like the Massachusetts AFL-CIO to also become a cosponsor of this celebration of King's birthday.

We will gladly accept donations from some of the unions to cover some of our mailing, printing, and other expenses which will be connected in our preparations. There will be no charge to guests attending, though donations from any will be accepted.

We are arranging to have as our guest speaker William Lucy, Secretary Treasurer of AFSCME (or a comparable speaker). It would be greatly appreciated if the Massachusetts AFL-CIO would give us \$250.00 to help defray some of the cost of bringing and accommodating the speaker.

All of us are working together to make this program a successful event. There will possibly two videos shown, and refreshments will be served.

The assistance which you may give us, and suggestions, will be greatly appreciated, and we await your reply.

Very sincerely,

*Douglas Butler*  
Douglas Butler  
Janet Walker  
Cochairs



# THE BOSTON **Phoenix**

JULY 24-30, 1987

BOSTON'S LARGEST WEEKLY

FOUR SECTIONS

## LATE FOR WORK

Four thousand workers laid off without notice in the first half of this year because of plant closings will get the benefit of the state's Plant Closing Law after all. The 1984 statute promises laid-off workers as much as \$100 a week for 13 weeks and participation in a retraining program on top of their unemployment benefits. But because so many unemployed or laid-off workers qualified for the program after it was set up in January 1985, it was bankrupt by the end of last year.

Despite the fact that the Re-employment Assistance Program, established by the Plant Closing Law, is a ballyhooed achievement in the Dukakis presidential campaign, the fund remained empty until the start of this fiscal year, when a new budget, effective July 1, replenished the coffers. Which was good news for workers laid off from that date on but did nothing for the unfortunate souls who'd been thrown off their jobs without notice at the worst possible time.

The government finally got around to approving a special \$1.5 million for their retraining early this month, shortly after a July 2 *Globe* editorial focused attention on the double injustice done to the laid-off workers and soon after word got out that former state representative Tom Gallagher, now director of the New England Equity Institute, was preparing to file a class-action lawsuit against the state on their behalf.

— Maureen Dezell

# The Boston Globe

TUESDAY, JULY 14, 1987

## Mature Industries Law quietly crumbling in Mass.

**TOM GALLAGHER**

The state's highly acclaimed solution to the "plant closing" problem is crumbling because of inaction on Beacon Hill.

Brought to a head by the 1977 announcement of the closing of Colonial Press in Clinton on the day following then-President Carter's visit to the town, the issue was thought to be settled by the 1984 passage of the Mature Industries Law.

Central to the law's compromise solution was the Reemployment Assistance Benefits (RAB) program — a form of state-funded severance pay for employees given insufficient notice of large layoffs or closings.

Late last year, 195 employees laid off by Diamond Match in Springfield, who were receiving these benefits, heard that the program was running out of money.

They were relatively lucky. Their leaders were able to exert enough pressure to ensure that the program would run its course for workers laid off in 1986.

Nearly 5,000 workers laid off in 1987 have not been so fortunate. None have seen a nickel of these benefits.

A recent New England Equity Institute study of the state's Mature Industry Law pinpointed the collapse of the RAB program as the principal area in which the state has allowed a once widely discussed law to atrophy.

The problem developed last year when General Dynamics laid off its 6,000 Quincy shipyard employees without written notice, thereby bankrupting the RAB account.

The Legislature has twice refused to appropriate the money needed to replenish the fund, with the House Ways and Means Committee taking the position that companies, not taxpayers, should pick up the tab in such cases.

While this position is correct on the merits, it has left thousands of employees in the lurch without the benefit of a law designed to protect them.

The report notes that, "In allowing this program

to shut down, even if only temporarily, the commonwealth would seem to be inviting a lawsuit."

And this was not the only area of the law found not performing up to expectation — there is the Health Insurance Program that requires employers to continue health insurance payments for employees for 90 days after major layoffs.

According to the February report from the state's Division of Employment Security, about half of the state's affected employers have not complied with this part of the law.

The problem in this case is that there is less to the law than meets the eye — it provides no sanctions against employers who willfully ignore the law and fail to provide the benefits mandated by the state.

The DES report also highlights the even more insidious problem of employers who discontinue health insurance payments on behalf of their soon-to-be-laid-off employees without even notifying them. In some cases people first become aware of this when they are told they cannot receive health care to which they had believed themselves entitled.

A third area found in disarray is the so-called "Voluntary Social Compact." In place of any requirement for a company to give advance notice of a closing or layoff, the law says that while all such activity will be voluntary, the state will take it upon itself to actively promote a "Voluntary Social Compact" under which the state's employers would involuntarily agree to give 90 days warning of layoffs.

The result of the state's active promotional efforts? The same DES study reports that the percentage of employers giving no notice at all was higher in 1986 than in 1985.

The New England Equity Institute study found that the law's successes such as the worker replacement centers were being limited in their effect by the apparent willingness of the state to allow large portions of the law to decay.

In 1984, headlines proclaimed the state's concern for laid-off workers. In 1987 the headlines are gone. Is the state's concern gone as well?

*Tom Gallagher is director of the New England Equity Institute in Boston.*



# UNITED PAPERWORKERS INTERNATIONAL UNION

LOCAL NO. 14

JAY, ME

Arthur R. Osborn, President  
Massachusetts AFL-CIO  
8 Beacon St., 3rd Floor  
Boston, MASS 02108

December 11, 1987

Dear Brothers and Sisters,

On June 16, 1987, the United Paperworkers International Union, Local 14, and the International Brotherhood of Firemen and Oilers, Local 246, struck at the International Paper Company, Androscoggin Mill, Jay, Maine.

Since that time, much has transpired. Corporate management has used various techniques to bust our solidarity. One specific item is their use of non-union general contractors to do struck maintainance work at the Androscoggin Mill. One of these non-union general contractors is Bolvig-Edmonds, and Kennedy, or B.E.&K., of Birmingham, Alabama. B.E.&K. is being targetted by the national AFL-CIO. Locals 14 & 246, in conjunction with the Maine AFL-CIO and the Maine Building Trades Council are targeting the Cianbro Corporation of Pittsfield, Maine.

We are formally making a request to your Executive Board to purchase the "B.E.&K./CIANBRO STRIKEBREAKER" bumperstickers, and the CIANBRO STRIKEBREAKER tee-shirts and distribute them to your affiliates, in the locations of the Cianbro worksites.

Attached, you will find a sample B.E.&K. /CIANBRO bumper-sticker, price listing, and Local 14 & 246 supply source. The CIANBRO STRIKEBREAKER tee-shirts are available through our union hall, in four sizes (S,M,L&XL), at a cost of \$6.00 each.

I would like to thank you for the opportunity to address this forum, and thank you for your continued support. In solidarity, I remain

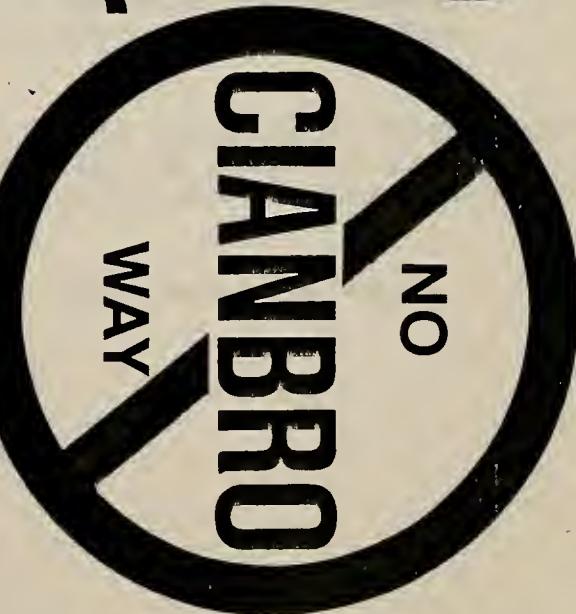
Fraternally Yours,

Clayton Putnam, Chairman  
UPIU Local 14 & IBFO Local 246  
Cianbro Campaign Committee  
Jay, ME 04239  
(207)897-5423 or 2326





# SCABS CLANBRO



## Strikebreaker

DALE RAND PRINTING  
102 PORTLAND ST.  
PORTLAND, ME. 04101

COSTS ARE BASED  
ON: \$240.00/1000



BOSTON CITY LIGHTS  
DECEMBER 1987

We learned this year, here at City Lights, what it really means to be a "developer", to undertake a major renovation. We are happy with what we've learned, and our progress has been slow, but sure. Projected completion date is July 1988, with the opening season set for September 1988. Of course, our kids had no intentions of waiting that long, so they rehearse and work out daily at 1154, in between school, part time jobs, and, for some, time at DYS or Charles Street.

With the approval of Stephen Coyle and Shawmut Bank's Paul Maloney and Polly Haylon, we are entering Phase 2 of the project: windows, framing, completed pointing, and the construction of two model units in the building. This phase should promote sales -- two units are under p&s agreements, and two more are needed to allow release of the rest of the construction financing. The current phase is going to go quickly because of an outstanding contribution by the Carpenters' Union Local 33. This local has brought in 20 supervised apprentices for six weeks to complete the interior carpentry. In addition, volunteer Chris Chestnut, nationally reknowned for his craftsmanship in refinishing antique trolley car interiors, has joined us to help refurbish 1154's original stairway and woodwork.

In spite of the time setbacks, we are still within or under budget in every construction category. The City Lights kids have not been idle, in the meantime. A few have joined our "traveling work force", helping us to complete paint jobs in and around Boston. Most recently, we painted the new convention hall for Paramount in Providence. These jobs helped continue to finance the school, shows, and the work we did on our own in the building -- stripping coats and coats of old paint, rustproofing columns, replacing old wood, building a security booth in the building, etc.

Shows in 1987 included a three-week stint at Chameleon's nightclub in Lynn, a show at 1154 in May to celebrate the official closing of the Orange Line, and a revue and pirate battle for the BRA's Harborpark Day.

Thank you all for your care and support this year. We wish you a healthy and lively New Year.

R.W. Duggan Hill and Boston City Lights



## Real Estate

### NORTHEAST NOTEBOOK

#### Boston Renovation For Art's Sake

CITY LIGHTS, a nonprofit performing arts school and production house, has taken an unusual approach to the redevelopment of a burned-out building it acquired from the Boston Redevelopment Authority.

The sale of six 1,500-square-foot condominiums included in the plans for the building, a 22,400-square-foot former gym on Washington Street, will generate the financing needed to complete the project.

The Paramount Performing Arts Center, as it has been named, will have performance space in the basement and on the first and second floors; condominiums on the third, fourth and fifth floors; two live-in lofts for teachers and a room for functions on the sixth floor, and a production studio on the roof.

City Lights is one of 22 nonprofit groups that have, since 1985, received land and buildings worth about \$1.1 million from the Redevelopment Authority and help in financing projects. Much of the property was taken over for urban renewal, but was never redeveloped because Federal money dried up.

Most of the eight million square feet of surplus property owned by the authority has gone to private developers. The rest has gone to nonprofit community development groups building affordable housing, social service agencies putting up shelters and nonprofit cultural groups.

One group, the Artist Tenants of the South End, thought it could build 14 live-in lofts in a half-empty building of 32,000 square feet. The authority paired them with a for-profit developer.

But the artists feel they are ensnared in an unfavorable venture, unable to rent out space or sell it at a profit for 30 years, while the developer partner, Hub Realty, can sell at a market price after three

years. "Yet we must equally share the cost of developing the common areas," said Sara Hutt, an artist.

"It's not the fault of the Redevelopment Authority," she said. "People don't understand why the city should help artists get affordable housing. They ask us what we give the city. To say 'art' is too abstract."

For City Lights, the Shawmut Bank agreed to release the bulk of the construction financing of \$1.2 million as condominiums are sold. Partly finished space sells for \$137 a square foot, or \$205,500 for 1,500 square feet. City Lights is to pay back the \$36,000 cost of the building over three years by continuing to run its school for about 150 neighborhood youngsters. Legal, engineering and consulting work was donated. ■

SUSAN DIESENHOUSE



# URBAN RESOURCES

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Consultants, REAL ESTATE GOVERNMENT RELATIONS

December 1, 1987

Arthur R. Osborn  
Massachusetts / AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Arthur:

On behalf of Myself, Local 550 of the Sprinkler Fitter's Union and the Fire Safety Council, I wish to thank you for your help, in having House Bill 5908 (Sprinkler Fitter's Licencing Bill) passed.

Without your help with the Governor, our chances of getting this bill passed, would have been greatly diminished.

Once again, thank you most sincerely for all your help in this matter.

Regards

James Tiernan

CALL  
Dan  
Beaunesang



COMMUNICATIONS WORKERS OF AMERICA  
AFL-CIO

Local 1365

P.O. BOX 68  
1627 OSGOOD STREET  
NORTH ANDOVER, MASSACHUSETTS 01845

TELEPHONE  
374-8542 688-6038

December 3, 1987

Mr. Arthur R. Osborn, President  
MASSACHUSETTS/A. F. L. - C. I. O.  
8 Beacon Street  
Boston, Massachusetts

02108

Dear Arthur:

As I discussed with you earlier, I am tending my resignation as a Vice President of the Massachusetts State Labor Council. I find that my time involved in union duties, although very rewarding, takes me from my family more than I care to be at this time in life.

It has been an honor serving as a Vice President of the Mass. State Labor Council and I want you to know personally that I think you have done a great job in rebuilding this organization. Also, your friendship is one that I know I will always have and value.

At this time, I would like to recommend that Ron Ferris, newly elected President of Local 1365 C. W. A., who will be succeeding me at my Local, also succeed me as a Vice President of the Council. His full name and home address is as follows:

Ronald A. Ferris  
P.O. Box 356, 4 South Summer Street  
Bradford, Massachusetts 01830

Telephone: (617) 373-8962.

Thank you very much.

Yours sincerely and fraternally,

LOCAL 1365 C. W. A.

Daniel A. Beauregard, President

DAB:jmh

CC: Mr. M. L. Grieco



# University of Massachusetts at Boston

## THE LABOR STUDIES PROGRAM COLLEGE OF PUBLIC AND COMMUNITY SERVICE

DOWNTOWN CENTER  
BOSTON, MA. 02125

Nov. 30, 1987

Robert Haynes  
Secretary-Treasurer and Education Director  
Massachusetts AFL-CIO  
8 Beacon St.  
Boston, MA.

Dear Bobby:

I enjoyed meeting with you last week. Congratulations again on becoming Education Director. I am pleased to learn that education will a primary concern during your term in office. There is much to be done and I hope U/Mass-Boston can play a supportive role.

As you know, I did most of the research and writing for the BTU-Boston public school labor studies Curriculum Guide. Carl Proper and I hope the Education Committee will approve and recommend to Arthur that the AFL-CIO approve the Civics portion of the Guide and have it printed for use in Boston schools during the spring term. There have been some regretable delays on this project but everything is ready to go now.

Of course this is exactly the kind of project which could be regularly undertaken if we had a research institute at UMB. As it is now this sort of work gets done on a volunteer or overtime basis.

John Laughlin thinks we can meet with Arthur soon to propose that UMB, represented by Barry Bluestone and me, seek funding for a research project on prevailing wage that will marshall the economic and political facts necessary to wage the campaign. I hope you'll be at that meeting and, if all goes well, be part of an oversight committee. We hope this tangible research project will demonstrate the value of State Fed-UMB collaboration on research and will pave the way for further projects and eventually for an institute.



50

# MASSACHUSETTS / AFL-CIO

*Voice of Organized Labor 400,000 Strong*

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FRANK TOLAND  
BARNEY WALSH  
MANNY WILLIAMS

MASSACHUSETTS / AFL-CIO

8 BEACON STREET

• BOSTON, MA 02108 • TELEPHONE 617 / 227-8260

Part of the process of moving toward that end involves meeting with Joe Cass to make sure the interests of his program are not threatened by what we hope to do. Frank Lyons's opposition is irrational but Joe no doubt has serious concerns and as an important figure in the university and organized labor we need to take account of his concerns. I will be joining Chancellor Corrigan, Provost Diener and other interested faculty in a meeting with Joe Cass on Dec. 23. I hope this will allow us to hear Joe's concerns and incorporate them in our planning process, though I think Joe's interest is in remaining an autonomous operation out of the President's office, rather than in working with a UMB Institute. That is clearly the path he chose with Harvey Friedman's program at Amherst.

I mentioned at our meeting that our U/Mass-Boston Labor Studies Advisory Board will be meeting Dec. 15 with the new Provost. We will be proposing new board members at that time. We would like to invite you to join the Board and to attend that meeting. It would be especially important for you as Education Director to sit on our Board and to work with us as we plan for the future. John Laughlin also participates in the Board, representing Arthur, but he suggested that your participation would still be very important.

I am looking forward to working with you.

Sincerely,

  
James Green  
Director



# MASSACHUSETTS/ AFL-CIO

*Voice of Organized Labor 400,000 Strong*

50

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# BABIES AND BARGAINING...

*Working Parents Take Action*

This comprehensive new booklet — designed especially for unions in Massachusetts — brings together for the first time all the relevant information needed to develop successful bargaining strategies around employer-supported child care benefits. Produced by the Labor Education Center at Southeastern Massachusetts University, **Babies and Bargaining** is a guide to types of child care benefits, pros and cons of different options for employer support of child care needs, case studies of unions that have successfully won child care and other work/family benefits, and much more. This book is a must for unions interested in negotiating and organizing around family and work issues.

***Babies and Bargaining: Working Parents Take Action.*** By Mindy Fried.  
Published by the Labor Education Center at Southeastern Massachusetts University.

Cost: \$5 per copy      10 or more copies: \$4 each

Name \_\_\_\_\_

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Number of copies \_\_\_\_\_ \$ \_\_\_\_\_ Total enclosed

Mail coupon and check to: Labor Education Center,  
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Bargaining  
for

Child Care

A Conference  
at  
Southeastern  
Massachusetts University

Saturday, January 23, 1988

Sponsored by:

- SMU Labor Education Center
- Massachusetts AFL-CIO
- Coalition of Labor Union Women
- Rhode Island AFL-CIO

*Family and*

*Work . . .*

*Make them a Union*

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## Bargaining for Child Care

In the last ten years we've seen dramatic changes in the nature of the workforce. Today, in most families, both parents are working. And one out of six families is headed by a single mother. Child care has become one of the most pressing needs of working parents, and the fourth largest expense in the family budget.

How can unions help their members meet their child care needs? Several unions have developed successful bargaining and organizing strategies around employer-supported child care benefits. Many more are moving family and work issues to the top of their agendas. This conference will provide the information your union needs to become part of this growing movement.

**Family and work...make them a union!**

**Date:** Saturday, January 23

**Time:** 8:30 am - 3:30 pm

**Place:** Visual and Performing Arts Building  
SMU  
North Dartmouth, MA  
(Please park in lots 8-9)

**Cost:** \$15 (includes lunch)

**Registration required by January 15.**  
**Child care will be provided.**  
**Snow date February 6.**

For more information:  
Call the Labor Education Center at 999-8007

<b>8:30</b>	<b>Registration</b>
<b>9:00</b>	<b>Welcome</b> <ul style="list-style-type: none"><li>• Erica Bronstein, SMU Labor Education Center</li></ul>
<b>9:10</b>	<b>Family and Work... Make them a Union</b> <ul style="list-style-type: none"><li>• Arthur Osborn, Mass. AFL-CIO</li><li>• Nancy Mills, SEIU Local 285</li></ul>
<b>9:30</b>	<b>Options for Employer Support of Child Care: on-site centers, voucher programs, leave policies and flexible work schedules, resource and referral programs, and DCAP's.</b> <ul style="list-style-type: none"><li>• Verna Brookings, Polaroid Corp.</li><li>• Ed Clark, ACTWU</li><li>• Cyndi Loomer, Child Care Resource Exchange</li><li>• Beppie McNally, UFCW Local 1445</li><li>• Joanie Parker, Greater Boston CLUW</li></ul>
<b>10:45</b>	<b>Informational Workshops</b> <ol style="list-style-type: none"><li><b>1. Finding the Best Option for Your Members</b><ul style="list-style-type: none"><li>• Mindy Fried, Women's Statewide Legislative Network</li><li>• Sue LeBlanc, IUE Local 201</li><li>• Nancy Mills, SEIU 285</li></ul></li><li><b>2. Information and Referral Programs</b><ul style="list-style-type: none"><li>• David Keenan, Paul Revere Insurance Company</li><li>• Cyndi Loomer, Child Care Resource Exchange</li></ul></li></ol>

### 3. Employer Subsidy of Child Care Costs

- Joseph Faherty, Utility Workers Local 387
- Beth Fredricks, Executive Office of Economic Affairs
- Frank Lovelock, Springfield Savings Bank
- Susan Velleman, Mercer-Meidinger-Hansen

### 4. Creating New Child Care Centers

- Sheri Adlin, Executive Office of Human Services
- Peter Hardie, SEIU Local 285
- Katie Quan, ILGWU, New York City

12:30 **Lunch and Keynote Address**  
**Rep. Pat Schroeder** (Invited)

2:00 **Skills Workshops**

#### 1. Building a Political Strategy

- Nancy DeProsse, UAW District 65
- Martin Foley, Mass. AFL-CIO
- Representative Mary Jane Gibson
- Barbara Reisman, Child Care Action Campaign

#### 2. Building Support in Your Union and Community

- Ray Abernathy, Public Relations Consultant
- Katie Quan, ILGWU, New York City
- Laurie Sheridan, Parents United for Child Care

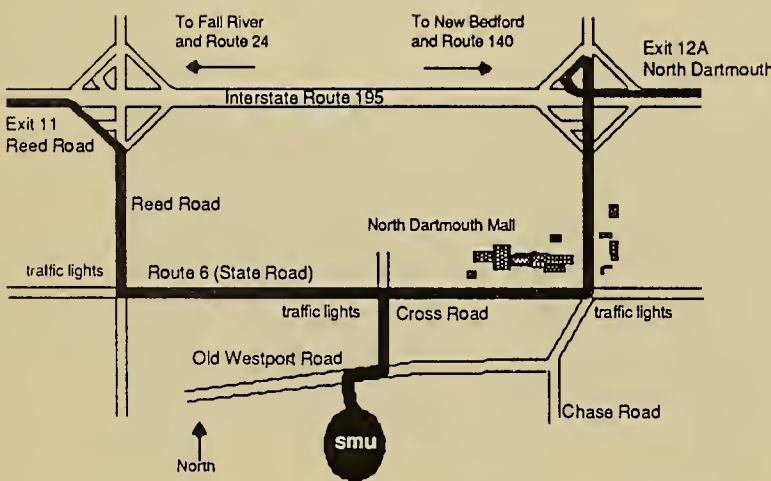
#### 3. Building Your Bargaining Skills

- Erica Bronstein, SMU
- Joseph Faherty, UWUA Local 387

### Registration Form

Name _____	Address _____	City _____
State _____	Zip Code _____	Phone _____
Union or Organization _____		age(s) _____

I will require child care for \_\_\_\_\_ child(ren) \_\_\_\_\_  
Mail registrations to:  
Labor Education Center  
Southeastern Massachusetts University  
North Dartmouth, MA 02747  
Registration fee \$15.00 (includes lunch)  
Registration required by January 15  
Please make checks payable to the  
Labor Education Center



#### Approximate Travel Times:

From Boston: 1 1/4 hours  
From Providence: 35 minutes  
From Cape Cod Canal: 35 minutes

**From Cape Cod and East:**  
I-195 west through New Bedford to Exit 12-A South; Campus entrance is two hundred yards on left.

**From Boston and North:**  
Route 128 to Route 24 South; at Exit 12 take Route 140 South to Exit 2, I-195 West; I-195 to Exit 12A South;

**From Providence and West:**  
I-195 east through Fall River to Exit 11 South; from Exit 11 drive south on Reed Road to Route 6 (State Road). Turn left (east) on Route 6 to Cross Road; turn right (south) on Cross Road, then right again on Old Westport Road. Campus entrance is two hundred yards on left.

**From Exit 12A:** drive south on Faunce Corner Road to Route 6 (State Road); right (west) on Route 6 to Cross Road; left on Cross Road, then right on Old Westport Road. Campus entrance is two hundred yards on left.



# MASSACHUSETTS/AFL-CIO

*Voice of Organized Labor 400,000 Strong*

December 1, 1987

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**The Honorable Evelyn F. Murphy**  
**Lt. Governor of the Commonwealth**  
**The State House - Room 259**  
**Boston, MA 02133**

Dear Lt. Governor Murphy:

Thank you for forwarding the Executive Summary of your Blueprint 2000.

Organized Labor in Massachusetts has a strong tradition of active involvement in public policy and we would be very interested in guaranteeing that working people have a voice in your project.

To ensure that voice, I am proud to recommend four trade unionists for your Advisory Panels.

**Education Panel:** **Paul Devlin**  
President, Mass. Federation of Teachers

**Human Support:** **Herbert Ollivierre**  
President, AFSCME Council #93

**Employment:** **Arthur R. Osborn**  
President, Massachusetts AFL/CIO

**Physical Environment:** **Joseph Faherty**  
President, Utility Workers #387

These four trade union leaders will provide an important voice and will work with you to incorporate workers' concerns in your vision of the future.

Thank you for your consideration in this matter.

Sincerely,

**Arthur R. Osborn**  
President

opeiu-6  
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Showbiz  
Hotline

## Art group gets union donation

CHRISTMAS has come early for Boston City Lights, the South End-based youth performing arts organization. The Boston Carpenters Union Local No. 33 will donate the labor of three of their members and a crew of teenagers from their Community Commitment Program. The carpenters will help City Lights volunteers continue renovating the future home of the Paramount Performing Arts Center at 1154 Washington St. During the next few months, the carpenters will put in ceilings and floors and complete other work in the six-story building.

The carpenters' donation comes after an announcement that the Shawmut Bank has given approval for a \$200,000 Phase Two loan to City Lights for continuation of their renovation work.

City Lights founder Duggan Hill expects the building to be ready for a Christmas dance show Dec. 23. The performing arts center is scheduled to open officially in September 1988.



December 5, 1987

Mr. Christopher J. Tremblay  
Alt. Legislative Director  
United Transportation Union  
12 Massasoit Street  
Northampton, Massachusetts 01060

Mrt. Arthur Osborn, President  
AFL-CIO  
8 Beacon Street  
Boston, Massachusetts 02108

Dear President Osborn:

The East Deerfield Local Chairmen's Association, comprised of representatives from 16 craft unions affiliated with the AFL-CIO, would greatly appreciate your support for our work stoppage which was called to protest the hazardous, unsafe working conditions that presently exist on the Guilford Transportation rail lines.

On November 9, 1987, a brother rail worker with 20 years of experience in his craft was killed in an accident involving a new, unqualified locomotive engineer with just 13 days of apprentice training. Management policy of systematically displacing senior, qualified rail workers with new, unqualified personnel greatly contributed to this tragic accident and to the extremely unsafe working conditions which presently exist throughout Guilford's rail system. After a futile attempt to negotiate these and other safety issues with management, rail workers, on November 12, refused to work, in accordance with the guidelines of the 1970 Federal Railway Safety Act.

I could cite numerous examples of unsafe and unlawful operating procedures of Guilford Transportation rail carriers. The most recent incident occurred on December 2, 1987, in Fitchburg. At approximately 1:00 p.m., a westbound freight train scattered passengers unloading from an adjacent track on commuter train #432. It was a miracle no one was injured or killed. The train violated state and federal regulations, as well as carrier operating rules. However, it never stopped.

Further, Guilford Transportation rail lines carry hazardous material such as liquid petroleum gas, chlorine, poison gas, and other deadly cargo through dozens of communities in the Commonwealth on a daily basis. Occasionally, they transport nuclear wastes. To ensure the safety of everyone, it is imperative that hazardous materials be handled only by competent, experienced rail workers.

Guilford management policy has also demonstrated a disregard for the safety of both their workers and the residents of surrounding communities by their failure to follow all state and federal rules regulating the handling of hazardous waste. These regulations specifically mandate that nuclear waste, in particular, be transported



Mr. Arthur Osborn

December 5, 1987

Page 2

in small trains where they can be continuously observed and speed can be limited to 30 mph. However, it is not unusual for such cargo to be placed at the end of a mile-long freight train; thereby, increasing significantly the potential for a nuclear accident.

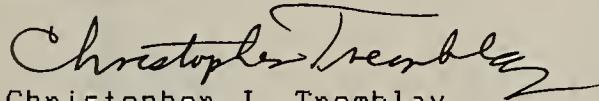
Earlier this year when several cars containing hazardous material were involved in a derailment in Deerfield, there were no way bills available so local fire fighting officials were initially unable to determine exactly what material they were dealing with, what the appropriate method was to fight the fire, and whether evacuation of surrounding communities was advisable. Under new Reagan administration orders, it will be the sole responsibility of municipal fire departments to deal with emergencies resulting from train accidents involving hazardous material. Unless safety becomes more of a priority and Guilford management is forced to responsibly address such concerns, not only rail workers but the surrounding communities will be in jeopardy.

Rail workers feel strongly that the Commonwealth must act immediately to protect its citizens before a serious accident takes place. We ask that letters be written to Charles Barry, Bernice McIntyre, Fred Salvucci, James O'Leary and James Shannon, expressing concern for the public safety on account of Guilford management's failure to place qualified, experienced personnel on freight trains in accordance with laws and regulations of the Commonwealth and failure to follow the federal and state rules regulating train operation.

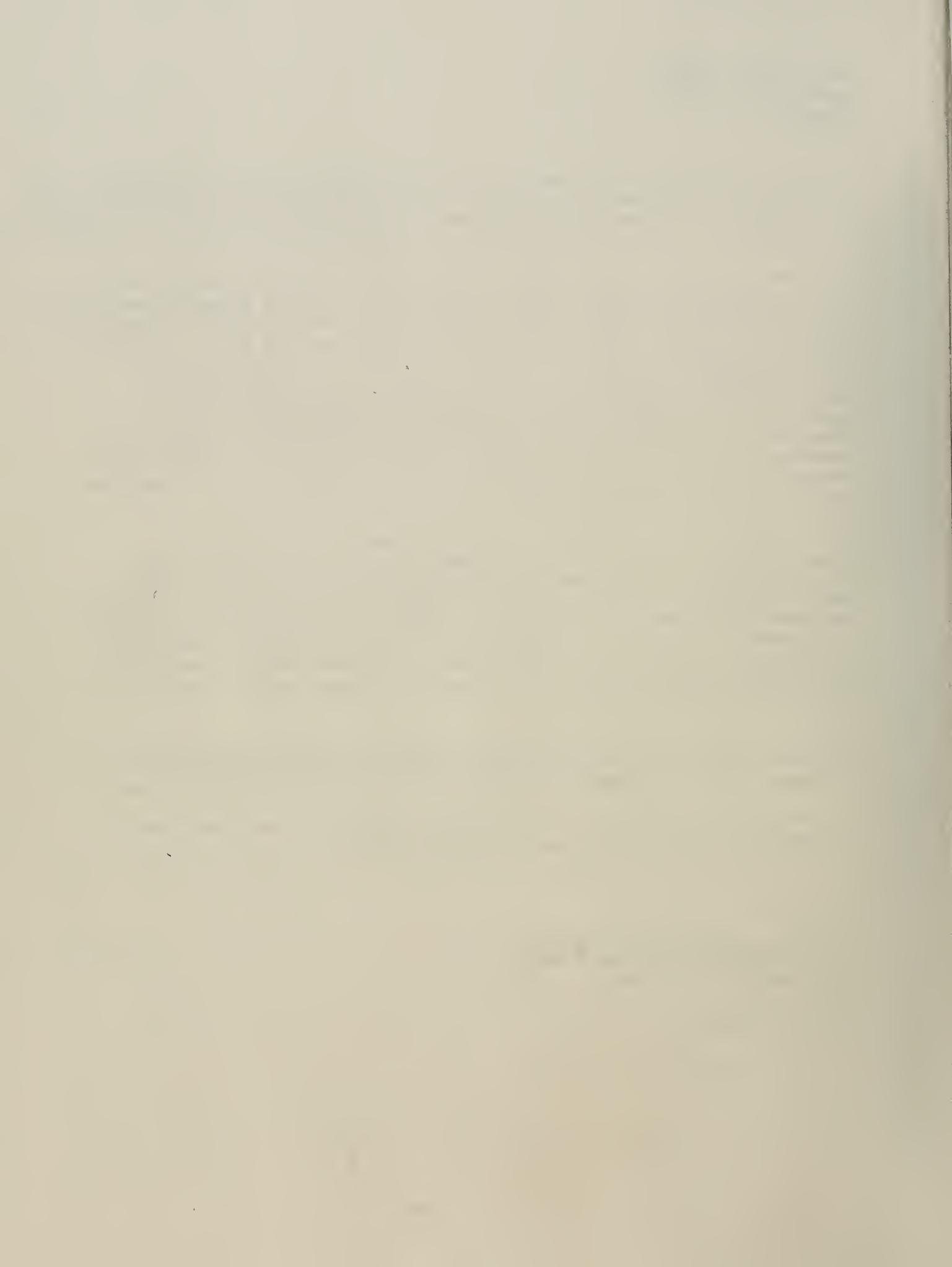
Secretary of Labor, Paul Eustace, strongly supports our cause. We would greatly appreciate your support in our struggle with the irresponsible management of Guilford Transportation rail lines.

If additional information is needed or you have any questions, please feel free to call me at (413) 586-2172.

Sincerely,

  
Christopher J. Tremblay  
Alt. Legislative Director  
United Transportation Union

cc: Mr. Bob Haines, AFL-CIO



TODAY: Chance of rain  
Highs 75 to 80  
TOMORROW: Cloudy  
Highs 75 to 80  
Details on Page 22

TODAY'S TV: Page 39



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Tuesday September 8, 1987

## Employers using more lockouts

CORPORATE management increased its use of the lock out during labor disputes in 1986, according to a study released in Boston by the New England Equity Institute in time to mark Labor Day.

The number of major lockouts rose from one in 1985 to nine in 1986, the study said, adding the number of work stoppage days lost to lockouts increased from one in 10 days to one in four days.

The lockouts were primarily offensive, which occur when a company refuses to allow workers to continue under an expired contract and "locks them out," hiring replacement workers, said Tom Gallagher, director of the institute.

"Labor Day has traditionally been set aside to celebrate labor's achievements, but this Labor Day it should be clear that American corporate management is determined to take back as many of these achievements from America's working people as they possibly can," Gallagher said.

The use of lockouts rose following a 1985 decision by the National Labor Relations Board to allow companies to replace workers during a lockout, Gallagher said.

The report, issued over Labor day weekend and called "The Lockout is Back; Corporate America Takes the Offensive," surveyed the 111 work stoppages involving at least 1,000 workers recorded by the federal Bureau of Labor Statistics.



If workers will not abandon a strike, then strike against the workers. Such a tactic, known as a lockout, has become increasingly popular for management, according to a new study by the Boston-based New England Equality Institute.

The study, entitled "The Lockout is Back: Corporate America Takes the Offensive," claims a fivefold increase from 1985 to 1986 in the number of worker days lost because of lockouts.

Perhaps the most celebrated, and one of the longest-running lockouts in Connecticut is the one at the Colt Firearms division of Colt Industries, where workers have been on strike or locked out for nearly 23 months.

Most modern-day lockouts occur when a striking union offers to return to work for essentially the same pay and working conditions that were in place when the strike began, and management says, "No thanks."

"Although the political rhetoric of the times holds that we live in an era of renewed labor-management cooperation, the results of our study would seem to show that it is just that — rhetoric," says Tom Gallagher, a former Massachusetts legislator and director of the institute, which was started earlier this year.

"Corporate management's current mission seems to be to win back as many of the gains of America's working people as possible. They are sending a clear message to their work force that the tactics of the Thirties are back in vogue," Gallagher added.

# Company use of lockout tactic increases fivefold in a single year

According to the institute's findings, prepared by Ramon Castellino, a student at the Kennedy School of Government, worker days lost because of lockouts between 1985 and 1986 went from 529,800 to 3,5 million. In addition, from September to December last year, a majority of all days lost in labor disputes were due to lockouts — the largest involving 22,000 employees at USX Corp.

Major 1986 lockouts also occurred in the aerospace, agricultural equipment and meatpacking industries, according to the study.

Gallagher blames the tone set when the Reagan administration filed several thousand air traffic controllers' several years ago. He also blames a National Labor Relations Board he says is packed with anti-labor Reaganites.

Those issues probably have some

bearing on the situation.

But it is also clear that organized labor has continued to walk its own plank.

Despite increasingly convincing proof from industry and labor itself that strikes are becoming ineffect-

tive, they continue.

Some labor organizers are investigating alternative tactics designed to replace the strike and add pressure on companies. They include attending public board meetings, putting together community coal-

tions, even approving boycotts.

Those tactics have proven effective in many disputes. But strikes continue to occur.

Mike McGraw is *The Courant's* labor editor.

Hartford  
Courant

10/16/87

# The New England Equity Institute

**Tom Gallagher, Director**

20 East Street  
Boston, MA 02111  
(617) 350-6152

## Advisory Board\*

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Child Care  
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Expert  
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Regional Joint Board, Amalgamated  
Clothing and Textile Workers Union

\*\*\*\*\*

## PRESS RELEASE

\*\*\*\*\*

### FOR IMMEDIATE RELEASE

DECEMBER 17, 1987

### CONTACT:

**TOM GALLAGHER (617) 350-6152**

### N. E. EQUITY INSTITUTE RELEASES "SCROOGE LIST"

While the families of recently laid off workers - like the 3,700 at Framingham General Motors - may be wondering what will be under the Christmas tree this year, there'll be few such worries in the homes of those who made it onto the "Scrooge List".

Part of a New England Equity Institute report entitled "Sharing the Pain? Massachusetts Layoffs and Executive Salaries," the "Scrooge List" contains the salaries of 38 corporate executives responsible for the layoffs of 20,140 Massachusetts workers over the past three years.

The report reveals that last year the 38 received an average raise in bonus and salary of \$104,140.34 bringing them to an average of \$843,263.15 for the year.

When long term compensation is taken into

\*(Partial listing. Organizational affiliations listed for purposes of identification only.)

account, these men averaged \$1,252,578.90 for 1986, the last year for which figures are available.

Institute Director Tom Gallagher saw this "as part of a growing national trend toward increased economic security at the top and increased economic insecurity at the bottom."

The report also notes that, as a group, the executives responsible for the Massachusetts layoffs were rated by Business Week Magazine's "Executive Compensation Scorecard" as being well below national average in performance when their salaries were compared both to return to shareholders and corporate profit.

Gallagher said that, "it's time we gave greater scrutiny to the question of executive performance as we search for answers to America's trade and other economic problems."

The companies with executives on the "Scrooge List" include: General Dynamics, General Motors, General Electric, American Telephone and Telegraph, Wang Laboratories, United Technologies, Sears Roebuck, Honeywell, Textron, Data General, Fireman's Fund, Litton Industries, Goodyear, Avnet Technologies, Apple Computer, Reynolds Metals, Olin, Citycorp, and Monsanto.

Layoffs from these companies occurred in Athol, Billerica, Boston, Cambridge, Fall River, Framingham, Holyoke, Lawrence, Lynn, Marlboro, Middleboro, New Bedford, North Andover, North Billerica, Peabody, Pittsfield, Quincy, Springfield, Tewksbury, Waltham, West Springfield, Wilmington, and Woburn.

The New England Equity Institute is a public policy center which studies economic issues from the point of view of their impact upon poor and working people.

## OATH OF OBLIGATION

"I (name of officer-elect) do hereby solemnly and sincerely swear, that to the best of my ability, I will fulfill all the obligations and perform all the duties devolving upon me in the office to which have been elected, and at all times will abide by and preserve the laws and uphold the integrity of the American Federation of Labor and Congress of Industrial Organizations, and the Massachusetts AFL-CIO Council, and will always strive for the general interest, benefit and advancement of the members of these organizations.

"I do further affirm, that upon completion of my term in office, I will transfer to my successor all books and properties of the Massachusetts AFL-CIO Council of which I have been custodian. To all this, I do now pledge my most sacred honor as an American trade unionist."





# MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

TO: Arthur R. Osborn DATE: 11/30/87

FROM: John Laughlin

RE: Final Report on Energy Conference Finances

*President*

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JOSEPH C. FAHERTY

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WILLIAM F. IRVIN  
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DOROTHY THOMAS  
CHARLES E. THOMPSON  
FRANK TOLAND  
BARNEY WALSH  
MANNY WILLIAMS

COST:	Catering/Hall Rental	\$1,745.25
	Reception	92.00
	Mailing/Postage (2)	<u>88.00</u>
	TOTAL COST	<u>-\$1,925.25</u>

INCOME:	Pre-Registration	\$ 375.00
	Day of Conference	<u>1,935.00</u>
	TOTAL	<u>+\$2,310.00</u>

\$2,310.00	-	INCOME
<u>- 1,925.25</u>	-	COST
		<u>+\$ 384.75</u>

RESULT: Mass. AFL/CIO has an income of  
+\$384.75 for November 13th  
Energy Conference.

opeiu-6  
afl/cio

Bob Once Again my dept.  
has not only Educated our  
members, but also made a profit for  
you & your boots

O.T. Huh'  
Jax

MASSACHUSETTS / AFL-CIO

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• BOSTON, MA 02108 • TELEPHONE 617 / 227-8260



# AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

LANE KIRKLAND  
PRESIDENT  
THOMAS R. DONAHUE  
SECRETARY-TREASURER



REGION NO. 8, JOHN F. O'MALLEY, DIRECTOR  
SUITE 500, 6 BEACON STREET  
BOSTON, MASSACHUSETTS 02108  
617-227-1275

November 19, 1987

Mr. Charles E. Thompson, President  
Pioneer Valley Central Labor Council, AFL-CIO  
458 Bridge Street  
Springfield, Massachusetts 01103

Dear Brother Thompson:

An AFL-CIO fact-finding hearing on the matter of merger of Holyoke Central Labor Council and Northampton Labor Council with Pioneer Valley Central Labor Council is scheduled for 9:30 a.m. on December 10th at the Comfort Inn, Chicopee, Massachusetts.

AFL-CIO Field Representative Whitney and I will represent the AFL-CIO. Please send to me as soon as possible the names of other people from your local central body who will attend the hearing.

A resolution passed at the last AFL-CIO Convention, copy enclosed, enumerates relevant considerations at fact-finding hearings. You should come to the hearing prepared to discuss those considerations.

Also, please bring records for the last two years showing:

- a. monthly per capita tax payments received from each of your affiliates
- b. an accounting of money spent by the local central body
- c. attendance records at monthly meetings of the local central body

I will need a copy of all the above.

If you intend to make an opening and/or closing statement at the hearing, please make copies so that it can become part of the record.

Fraternally,

Frank Myers, Director  
AFL-CIO, New England Region

Encl

cc: A. Osborn  
K. Kistler  
R. Whitney

opeiu-2  
afl-cio



- Thousands of machining and metal workers in Massachusetts have lost their jobs despite the state's booming economy. In Massachusetts over 30,000 workers in our industries have lost jobs in the last few years.

- In cutting tools, in wire and cable, in other sectors of our industry, a lack of investment by corporate conglomerates has led to plant closings and the destruction of much of our industrial base.
- Major corporations and new investors are pressing hard for wage and work rule concessions; in many cases, our plants are being whipsawed into more "cooperative" relationships.
- New technologies threaten to change all the rules.

All of these changes have affected us, yet we have had too little chance to absorb, understand and discuss how our unions should respond to an industry which is undergoing a fundamental restructuring.

That's why we're calling this conference.

Please join us.

**Date:** Saturday November 21, 1987 from 8:00 a.m. to 4:30 p.m.

**Place:** University of Massachusetts Medical Center in Worcester

Advanced registration required by November 8, 1987

## Conference organized by Industrial Union Department, Mass. AFL-CIO

### Co-sponsoring organizations include:

UMass/Worcester

Education Committee Mass. AFL-CIO

United Steel Workers District 1

International Union of Electrical Workers District 2

Mass. Council of Machinists, IAM

United Auto Workers Region 9A

United Electrical Workers District 2

Jewish Labor Committee

Technology and Work Project, University of Lowell

Executive Office of Labor

Machine Action Project

# Future of Work: metal-working and machining in Massachusetts



**Saturday November 21, 1987  
from 8:00 a.m. to 4:30 p.m.**

**at University of Massachusetts  
Medical Center, Worcester**

**Organized by the  
Industrial Union Department,  
Mass. AFL-CIO**

**8:00-9:00 a.m.**

Registration  
Coffee, doughnuts

**9:00 a.m.**

Conference opening—Joseph Faherty,  
Chairman Industrial Union Department, AFL-CIO  
Welcome—President Arthur Osborn, Mass.  
AFL-CIO

**10:45-11:00 a.m.**

'Break

**9:15-10:00 a.m.**

Panel, addressed to raising major issues faced  
by metal workers in Mass., such as new  
technologies and their application, changes in  
economic structure of industry, plant closings  
and the challenge of organizing.

Panelists: Bob Forrant, director Machine Action  
Project, former business agent IUE Local 206  
(American Bosch); Joe Mulvey, former sub-area  
director for Steelworkers District 1 and currently  
an organizer for USWA; MaryEllen Kelly,  
professor at UMass Boston and research  
associate with Harvard Center on Technology  
and Policy; Charley Richardson, Univ. of Lowell  
and former member IUMSWA Local 5, Quincy  
Shipyard.

**10:00 a.m.**

Keynote Speech and Response to Panel:  
Herman Rebhan, secretary International Metal  
Workers Federation (IMF) and former UAW  
official. The IMF is a trade secretariat for metal

working and machining workers' unions. Among  
its member unions are the UAW, USW, IAM, IUE  
plus metal workers' unions from West Germany,  
Scandinavia, Brazil, South Korea and many other  
countries in Europe and in the Third World.

**Registration**

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City/State \_\_\_\_\_ Zip \_\_\_\_\_

**11:00-12:30 p.m.**

Workshops on Technology; Economic Outlook  
for the Industry; Plant Closings; Organizing;  
Collective Bargaining

**12:30-1:30 p.m.**

Lunch in cafeteria

**1:30-3:30 p.m.**

Afternoon workshops  
These workshops will be organized by  
industry sector (e.g., wire and cable, cutting  
tools, special industrial machinery,  
transportation equipment) based on information  
from pre-registration

**3:00-4:00 p.m.**

Closing plenary  
Reports from workshops and summary  
comments from Herman Rebhan

**4:00 p.m.**

Reception. Beer, wine, soft drinks

**Mail registration to:**  
Industrial Union Department  
Massachusetts AFL-CIO  
8 Beacon Street, 3rd Fl.  
Boston, MA 02108

Registration fee \$10, includes morning coffee, lunch  
Registrations must be received by November 8, 1987  
Because of space limitations, all conference  
participants must pre-register. There will be no  
registration at the door.

**DIRECTIONS TO UMASS MEDICAL CENTER****FROM**

**New Hampshire, Maine:** Take Interstate 495 to Route 9 West to Worcester. Go 5-10 miles. As you come into Worcester, you pass over the Lake Quinsigamond Bridge. Take the first right and follow signs.

**Eastern Massachusetts:** Take either the Mass. Pike to Interstate 495 exit and pick up Route 9 West; or go directly Route 9 West to the Lake Quinsigamond Bridge. Take your first right after the bridge and follow the signs.

**Rhode Island:** Take Interstate 495 North to Route 9 West. As you come into Worcester, you pass over the Lake Quinsigamond Bridge. Take your first right and follow the signs.

**Vermont, Western Mass. and Connecticut:** Take the Mass. Pike to the Auburn Exit. Pick up and follow Interstate 290 through the city of Worcester, going towards Marlborough. Get off at Plantation Street Exit, staying to the right. Take a right and come to a fork in the road. Either a left or right at this fork takes you to the Medical Center.

AFFILIATION:

# Getting There

Directions  
**From the south:** Rte. 3/1-93  
(S.E. Expressway) to Dorchester.  
Take Exit 14 to Morrissey  
Boulevard. Follow signs to  
University of Massachusetts and  
JFK Library. Buses take Exit 15.

turn right off ramp and follow signs.  
**From the north:** Rte. 1-93 or  
Rte. 1/1-95 south to Boston and  
onto S.E. Expressway (Rte.  
3/1-93). Take Exit 15 follow signs  
to University of Massachusetts  
and JFK Library.

**From the west:** Massachusetts  
Turnpike (Rte. 1-90) to  
"Expressway South" (Rte.  
3/1-93), southbound to Exit 15,  
follow signs to University of  
Massachusetts and JFK Library.

**Public Transportation:** MBTA  
Rapid Transit, Red Line (Ashmont  
Branch) to JFK/UMass Station,  
(formerly Columbia). At station  
take free shuttle bus to Library.  
Buses run on the hour and half  
hour between 9 a.m. and 5 p.m.

**Museum Hours**  
9 a.m. to 5 p.m.  
Closed Thanksgiving, Christmas  
and New Year's Day. Last film  
at 3:50 p.m.

NAME(S) (PLEASE PRINT OR WRITE CLEARLY) \_\_\_\_\_  
POSITION/OFFICE \_\_\_\_\_  
MAKE CHECK (\$20 PER ATTENDEE) PAYABLE TO: MODERN ASSISTANCE PROGRAMS.  
DETACH HERE AND MAIL WITH YOUR CHECK IN THE ENCLOSED ENVELOPE.

## A ONE DAY SEMINAR

sponsored by



## THE UNITED STATES DEPARTMENT OF LABOR

*in conjunction with*

## MODERN ASSISTANCE PROGRAMS



**FOCUS ON:  
SUBSTANCE  
ABUSE**



DECEMBER 10, 1987

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## Key Issues and Topics

## Answers

- THE MEDICAL ASPECT
- THE BASICS OF AN EMPLOYEE ASSISTANCE PROGRAM
- INTERVENTION STRATEGIES
- NON-TRADITIONAL E.A.P. SETTINGS
- COST CONTAINMENT
- THE OWNERS' PERSPECTIVE
- EMPLOYEE ASSISTANCE - A COLLECTIVE BARGAINING ISSUE
- RETIREES - AN ON-GOING RESPONSIBILITY
- TREATMENT ALTERNATIVES

**MODERN ASSISTANCE PROGRAMS** has developed a one-day seminar to provide you with the correct answers to these and many other questions.

At the seminar, you will learn:

### **INTERVENTION STRATEGIES**

### **COST CONTAINMENT**

### **THE OWNERS' PERSPECTIVE**

### **EMPLOYEE ASSISTANCE - A COLLECTIVE BARGAINING ISSUE**

### **RETIREES - AN ON-GOING RESPONSIBILITY**

### **TREATMENT ALTERNATIVES**

**MODERN ASSISTANCE PROGRAMS** has developed a one-day seminar to provide you with the correct answers to these and many other questions.

At the seminar, you will learn:

### **THE DOCTORS OPINION**

### **HOW TO DEAL WITH THE POLITICS OF AN E.A.P.**

### **WAYS TO INVOLVE FAMILY MEMBERS**

### **WHEN TO GET BACK TO BASICS**

### **WHEN TO BE CREATIVE**

### **WHAT THE OWNERS WANT**

### **HOW TO EVALUATE TREATMENT OPTIONS**

### **HOW TO INTERVIEW OUTSIDE OF THE CLINICAL SETTING**

### **ABOUT THE UNIQUE NEEDS OF RETIREES**

### **HOW TO DEVELOP COST CONTROL POLICIES**

### **WAYS OF PRESENTING THE MERITS OF EMPLOYEE ASSISTANCE PROGRAMS**

### **HOW TO GENERATE ENTHUSIASM FOR E.A.P.**

8:00 A.M. - 9:00 A.M.

*Registration - Continental Breakfast*

9:00 A.M. - 9:30 A.M.

*Welcome Address*

9:30 A.M. - 11:45 A.M.

*Guest Speakers*

11:45 A.M. - 1:00 P.M.

*Buffet Luncheon*

1:00 P.M. - 3:00 P.M.

*Guest Speakers*

3:00 P.M. - 3:30 P.M.

*Coffee and Conversation - Questions and Answers*

## **Who Should Attend?**

- PERSONNEL DIRECTORS
- SUPERVISORS AND MANAGERS
- APPRENTICE TRAINING DIRECTORS
- BUSINESS MANAGERS / AGENTS
- BARGAINING COMM. MEMBERS
- TAFT HARTLY FUND TRUSTEES

## **Fee**

\$20 • Each attendee . . .

Includes: Continental Breakfast, Buffet Luncheon and Post Conference Refreshments



# MASSACHUSETTS / AFL-CIO

## Voice of Organized Labor 400,000 Strong

October 19, 1987

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JOSEPH C. FAHERTY

SECRETARY - TREASURER  
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To Whom It May Concern:

On October 6, 1987 Lucy Festa appeared before the Credentials Committee of the Massachusetts State Labor Council Convention to protest the amount of delegates being seated from H.E.R.E. Local 26.

The Credentials Committee asked for a meeting with the President and Secretary-Treasurer of Local 26. At that meeting the President was asked if the credentials presented and signed by him were correct. He assured the Committee that the credentials were legitimate and by a vote of the membership all names appearing on the credentials were delegated to attend the convention and should be seated.

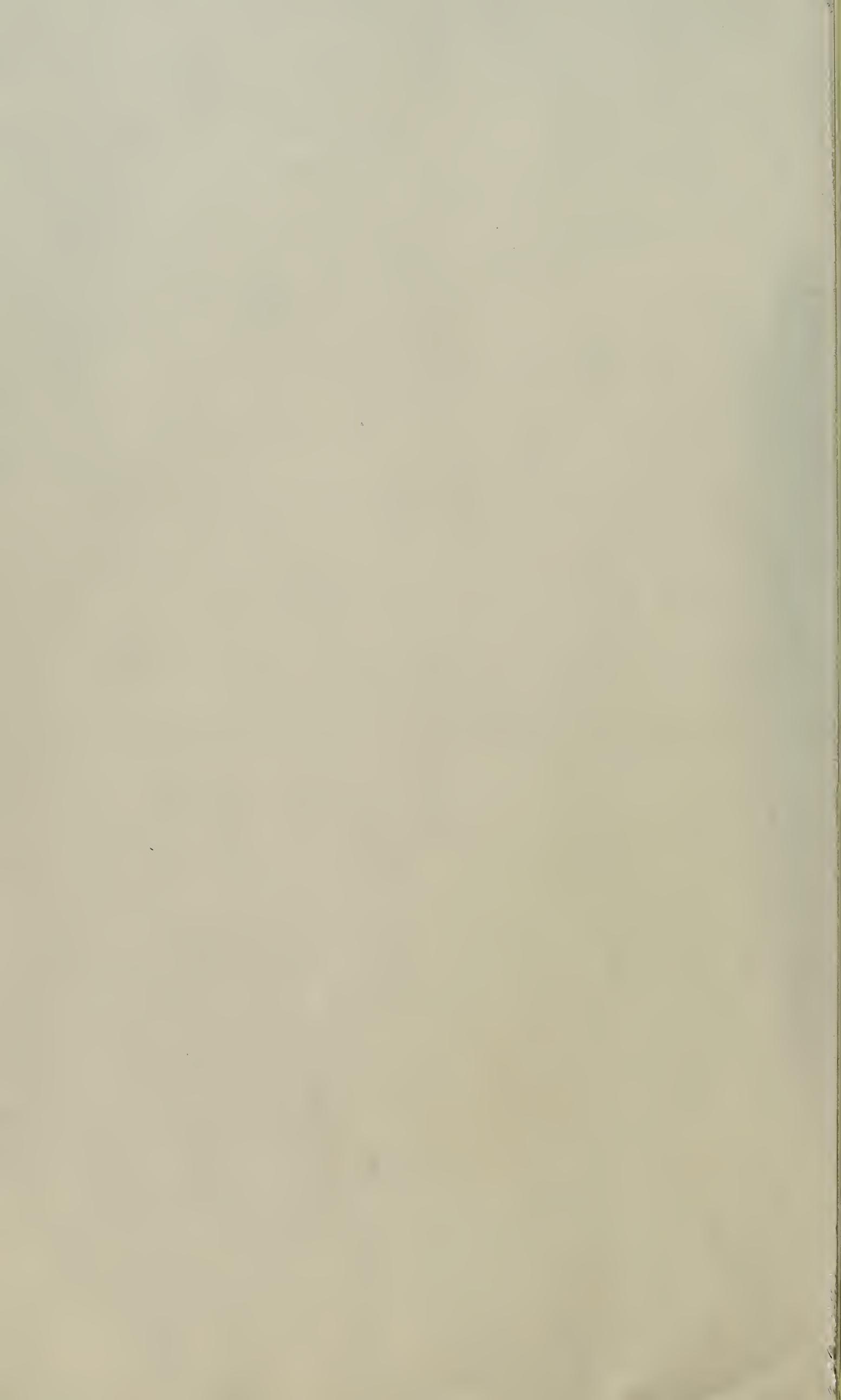
A motion was then made to seat all delegates from H.E.R.E. Local 26 and was passed unanimously.

When the first report of the Credentials Committee was brought before the general convention the report was accepted by the floor.

Sincerely & Fraternally,

Elinor King  
Co-Chairperson  
Credentials Committee

opeiu-6  
afl/cio



JOHN SIMMONS

Joe Farley the TLC  
Friends CONF.

Labor Guild Opening

Jack Corrigan Team MDC

Creating Change  
To Leadership

Bldg. Lawyer BKA

WIC

Womans Committees  
Assign different  
members file ~~the~~  
different leg. assignments  
to support our effort  
Joeye ~~askin~~ Sheet metal  
will be woman committee  
rep.

Met with Bob  
H on Affiliation efforts

Kings Hall services in  
of Officers

Met NAT on New program

Conviction Bureau and Tax

Boston CLC nominated

John Farmer

Rep Flynn Ford

Swearing of Lawrence CLC

Abuse Kevin Burke P.A. Drug

Postal workers B.I.U.A.F.

WIC Advisory meeting

Holbrook Northampton

Finance Committee

Dave Coopers Black Rose

Painters 100 ANN

UAWG Worcester

B.T. & I.M.D. Party

1505 Retiree Party

Co Gantix Settlers Glass Rally

First Commission  
Meeting on Gov Handicap

FLATS

Ed Bushwa Ron Almon  
B.I.U.A.F. & Bob Swartz  
Board of Regent

Young Workers - Tech JV

Frank Embach  
C.A.T.

GB Drivers - 7 days

Mr. Goldman Tru

BIC B/S Balance Bill's

Plans for CCC Summit Meeting

Plans for previous day





## **BABIES AND BARGAINING...**

***Working Parents Take Action***

This comprehensive new booklet — designed especially for unions in Massachusetts — brings together for the first time all the relevant information needed to develop successful bargaining strategies around employer-supported child care benefits. Produced by the Labor Education Center at Southeastern Massachusetts University, ***Babies and Bargaining*** is a guide to types of child care benefits, pros and cons of different options for employer support of child care needs, case studies of unions that have successfully won child care and other work/family benefits, and much more. This book is a must for unions interested in negotiating and organizing around family and work issues.

***Babies and Bargaining: Working Parents Take Action.*** By Mindy Fried.  
Published by the Labor Education Center at Southeastern Massachusetts University.

Cost: \$5 per copy      10 or more copies: \$4 each

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Number of copies \_\_\_\_\_ \$ \_\_\_\_\_ Total enclosed

Mail coupon and check to: Labor Education Center,  
Southeastern Massachusetts University, North Dartmouth, MA 02747



**s m u**

## **Bargaining for Child Care**

A Conference  
at  
Southeastern  
Massachusetts University

**Saturday, January 23, 1988**

Sponsored by:

- SMU Labor Education Center
- Massachusetts AFL-CIO
- Coalition of Labor Union Women
- Rhode Island AFL-CIO

North Dartmouth  
Massachusetts 02747

**s m u**

## Bargaining for Child Care

In the last ten years we've seen dramatic changes in the nature of the workforce. Today, in most families, both parents are working. And one out of six families is headed by a single mother. Child care has become one of the most pressing needs of working parents, and the fourth largest expense in the family budget.

How can unions help their members meet their child care needs? Several unions have developed successful bargaining and organizing strategies around employer-supported child care benefits. Many more are moving family and work issues to the top of their agendas. This conference will provide the information your union needs to become part of this growing movement.

Family and work...make them a union!

**Date:** Saturday, January 23

**Time:** 8:30 am - 3:30 pm

**Place:** Visual and Performing Arts Building  
SMU  
North Dartmouth, MA  
(Please park in lots 8-9)

**Cost:** \$15 (includes lunch)

**Registration required by January 15.**  
**Child care will be provided.**  
**Snow date February 6.**

For more information:  
Call the Labor Education Center at 999-8007

8:30	<b>Registration</b>
9:00	<b>Welcome</b> • Erica Bronstein, SMU Labor Education Center
9:10	<b>Family and Work... Make them a Union</b> • Arthur Osborn, Mass. AFL-CIO • Nancy Mills, SEIU Local 285
9:30	<b>Options for Employer Support of Child Care: on-site centers, voucher programs, leave policies and flexible work schedules, resource and referral programs, and DCAP's.</b> • Verna Brookings, Polaroid Corp. • Ed Clark, ACTWU • Cyndi Loomer, Child Care Resource Exchange • Beppie McNally, UFCW Local 1445 • Joanie Parker, Greater Boston CLUW
10:45	<b>Informational Workshops</b> <b>1. Finding the Best Option for Your Members</b> • Mindy Fried, Women's Statewide Legislative Network • Sue LeBlanc, IUE Local 201 • Nancy Mills, SEIU 285 <b>2. Information and Referral Programs</b> • David Keenan, Paul Revere Insurance Company • Cyndi Loomer, Child Care Resource Exchange

### 3. Employer Subsidy of Child Care Costs

- Joseph Faherty, Utility Workers Local 387
- Beth Fredricks, Executive Office of Economic Affairs
- Frank Lovelock, Springfield Savings Bank
- Susan Velleman, Mercer-Meidinger-Hansen

### 4. Creating New Child Care Centers

- Sheri Adlin, Executive Office of Human Services
- Peter Hardie, SEIU Local 285
- Katie Quan, ILGWU, New York City

12:30

## Lunch and Keynote Address Rep. Pat Schroeder (Invited)

2:00

## Skills Workshops

### 1. Building a Political Strategy

- Nancy DePross, UAW District 65
- Martin Foley, Mass. AFL-CIO
- Representative Mary Jane Gibson
- Barbara Reisman, Child Care Action Campaign

### 2. Building Support in Your Union and Community

- Ray Abernathy, Public Relations Consultant
- Katie Quan, ILGWU, New York City
- Laurie Sheridan, Parents United for Child Care

### 3. Building Your Bargaining Skills

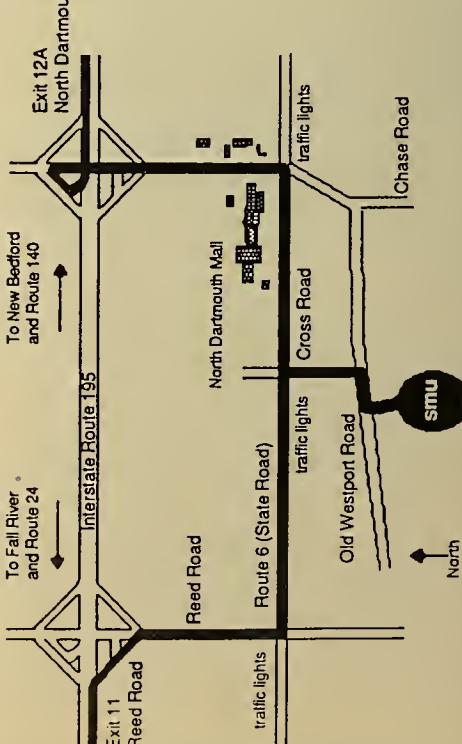
- Erica Bronstein, SMU
- Joseph Faherty, UWUA Local 387

## Registration Form

Name _____	Address _____	City _____
State _____	Zip Code _____	Phone _____
Union or Organization _____		age(s) _____
<input type="checkbox"/> I will require child care for _____ child(ren)		

Registration fee \$15.00 (includes lunch)  
Registration required by January 15  
Please make checks payable to the  
Labor Education Center

Mail registrations to:  
Labor Education Center  
Southeastern Massachusetts University  
North Dartmouth, MA 02747



**Approximate Travel Times:**

From Boston: 1 1/4 hours  
From Providence: 35 minutes  
From Cape Cod Canal: 35 minutes

**From Providence and West:**

I-195 east through Fall River to Exit 11 South; from Exit 11 drive south on Reed Road to Route 6 (State Road). Turn left (east) on Route 6 to Cross Road; turn right (south) on Cross Road, then right again on Old Westport Road. Campus entrance is two hundred yards on left.

**From Exit 12A:** drive south on Faunce Corner Road to Route 6 (State Road); right (west) on Route 6 to Cross Road; left on Cross Road, then right on Old Westport Road. Campus entrance is two hundred yards on left.

**From Cape Cod and East:**  
I-195 west through New Bedford to Exit 12-A South;

**From Boston and North:**  
Route 128 to Route 24  
South; at Exit 12 take Route 140 South to Exit 2, I-195 West; I-195 to Exit 12A South;

# BUSINESS

THE EVENING GAZETTE, WORCESTER, WEDNESDAY, June 1, 1987

## State has law, but no money, to help laid-off workers

By ROBERT R. BLISS  
of THE GAZETTE STAFF

A key piece of the Dukakis administration program to aid workers suddenly laid off has been out of money for six months.

According to the New England Equity Institute, a private non-profit research group created by former state Rep. Thomas Gallagher, the state's Reemployment Assistance Benefits fund "has been allowed to lapse entirely."

He described the fund as the key to organized labor's acceptance of the state's three-year-old Mature Industries Law.

Reemployment Assistance Benefits are a supplemental form of unemployment compensation supposed to be paid to workers hit by sudden plant closings for as many as 13 weeks. Gallagher reviewed the entire law, of which the reemployment fund is a part, and gave it mixed reviews.

### NATIONAL MOOT

The Dukakis administration wants the Mature Industries Law as a national model for non-confrontational public-private response to layoffs and plant closings.

But "No eligible worker has been paid the benefits to which he or she is legally entitled during all of 1987," Gallagher said.

Some 73,000 manufacturing jobs have been lost in Massachusetts since Jan. 1, 1985.

Dukakis press secretary James Dorsey said he had

not seen Gallagher's report, but that he understood it was critical.

Gallagher is a Democrat who represented Allston-Brighton for six years before unsuccessfully running for the Democratic congressional nomination won by Joseph P. Kennedy last year.

Dukakis has mentioned the Mature Industries Law from time to time on the presidential campaign trail as an example of his consensus style of governance.

In a piece on Dukakis written earlier this year by Washington Post writer David Brodeur, the Mature Industries Law was mentioned as an example of the compromises Dukakis has brokered between labor and business. The Brodeur piece was distributed to reporters in a packet on the day Dukakis announced his candidacy for president.

The fund is supposed to guarantee that workers have the equivalent of three months at full pay after a shutdown before smaller unemployment checks start arriving.

Why is there no money in the Reemployment Assistance Benefits fund?

### UNFORESEEN COSTS

Gallagher said unforeseen costs in the 1986-87 fiscal year exhausted funds before Jan. 1. From January 1985 to September 1986, about 28,000 workers collected \$7.5 million in benefits.

The unexpected costs came from the closing of the General Dynamics shipyard in Quincy. The company did not give 6,000 workers written notice. The shu-

down accounted for 22 percent of the program's cost from Jan. 1, 1985, to Sept. 30, 1986.

The House Ways and Means Committee twice has deleted from supplemental budgets Dukakis' administration requests for more money, due to what Gallagher called "the lack of corporate accountability written into the law."

Some companies, notably General Dynamics, closed without giving notification so that workers could collect the additional benefit.

The budget presented to the House by the Ways and Means Committee for the 1987-88 fiscal year contained an outside section directing the Division of Employment Security to make employers pay the benefits the state is supposed to pay for the program but the provision was removed from the budget before going to the Senate, Gallagher said.

"Meanwhile, qualified applicants for the benefits are still being registered for the program under the belief that they may be paid retroactively" eventually, Gallagher said.

### HEALTH CARE BENEFITS

Gallagher said the Health Insurance Program to give laid-off workers continued health care benefits and the Voluntary Social Compact to promote an agreed-upon standard of corporate social responsibility "have fallen woefully short of their public goals."

Employers who do not pay the insurance for 90 days after a worker is laid off face no penalties, Gallagher said. The state is supposed to pick up the slack only if a company files for bankruptcy. In fact, of 100

plant closings from Jan. 1 to Nov. 30, 1986 affecting 6,000 workers who lost health benefits, only 35 had premiums picked up by the state, Gallagher said.

Gallagher found other aspects of the Mature Industries Law functioning better, including the Reemployment Assistance Program, which assists laid-off workers in finding new jobs; the office of Business and Financial Services, designed to provide expert assistance to businesses in trouble; and the Cooperative Regional Industrial Laboratories designed to map future courses for certain regions and sectors of the labor force.

Giving workers sufficient notice of plant closings became an issue in the 1970s when unemployment in the state was a major problem.

### CLINTON PRESS CLOSING

Gallagher noted that "perhaps no event crystallized the issue as clearly as the announcement of the closing of the Colonial Press in Clinton, immediately following President Carter's visit to that town."

The Legislature approved without debate the Maturing Industries Law in 1984.

"Business's support for the final package was garnered by removing any obligations from them," Gallagher wrote. Informing workers of impending layoffs was not made mandatory.

"Labor's support was gained by the guarantee of Reemployment Assistance Benefits, a type of severance pay in the form of weekly for certain laid off workers, to be paid for with state funds," he said.

THURSDAY, JULY 2, 1987

## Displaced workers' plight

Because of inaction by the Legislature, the state is failing to fulfill its responsibilities to 4000 workers laid off without notice because of plant closings.

Although a law guaranteeing these workers 13 weeks of special payments was passed in 1984, the money ran out on Jan. 1. Workers laid off after that date have not received the payments.

The 1984 law was substituted for a plan proposed by then-Rep. Thomas Gallagher (D-Brighton) to require that companies give notice of plant closings. Because of business opposition, the law ignored mandatory notification in favor of payments to workers who lost their jobs because of the closings. Payments could be as high as \$100 a week for 13 weeks.

The shutdown of the Fore River shipyard in Quincy emptied the special state fund of its money. Although General Dynamics' decision to close the shipyard was known for months, Gallagher says, the company failed to send

workers written notification until shortly before they were laid off.

The budget passed by the House provides that the fund receive \$6 million for fiscal year 1988, which began yesterday. Four thousand workers displaced from their jobs between Jan. 1 and July 1 are left in limbo — with a legal right to payment but without a decision by the Legislature to provide the money.

The Legislature should enact a special, \$1.8 million appropriation proposed by Governor Dukakis to fill the gap. To prevent a second depletion of the fund, it should authorize the state to bill companies for any payments resulting from their failure to give notice. This provision was mistakenly stricken from the House version of the budget.

Gallagher says the provisions of the 1984 law to retrain workers and find them new jobs are succeeding. The Legislature has an obligation to provide the money to tide them over until they find work again.

TODAY: Chance of rain  
Highs 75 to 80  
TOMORROW: Cloudy  
Highs 75 to 80  
Details on Page 22

TODAY'S TV: Page 39

# Boston Herald

Telephone (617) 426-3000

Tuesday September 8, 1987

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## Employers using more lockouts

CORPORATE management increased its use of the lock out during labor disputes in 1986, according to a study released in Boston by the New England Equity Institute in time to mark Labor Day.

The number of major lockouts rose from one in 1985 to nine in 1986, the study said, adding the number of work stoppage days lost to lockouts increased from one in 10 days to one in four days.

The lockouts were primarily offensive, which occur when a company refuses to allow workers to continue under an expired contract and "locks them out," hiring replacement workers, said Tom Gallagher, director of the institute.

"Labor Day has traditionally been set aside to celebrate labor's achievements, but this Labor Day it should be clear that American corporate management is determined to take back as many of these achievements from America's working people as they possibly can," Gallagher said.

The use of lockouts rose following a 1985 decision by the National Labor Relations Board to allow companies to replace workers during a lockout, Gallagher said.

The report, issued over Labor day weekend and called "The Lockout is Back; Corporate America Takes the Offensive," surveyed the 111 work stoppages involving at least 1,000 workers recorded by the federal Bureau of Labor Statistics.



# THE BOSTON **Phoenix**

JULY 24-30, 1987

BOSTON'S LARGEST WEEKLY

FOUR SECTIONS

## LATE FOR WORK

Four thousand workers laid off without notice in the first half of this year because of plant closings will get the benefit of the state's Plant Closing Law after all. The 1984 statute promises laid-off workers as much as \$100 a week for 13 weeks and participation in a retraining program on top of their unemployment benefits. But because so many unemployed or laid-off workers qualified for the program after it was set up in January 1985, it was bankrupt by the end of last year.

Despite the fact that the Re-employment Assistance Program, established by the Plant Closing Law, is a ballyhooed achievement in the Dukakis presidential campaign, the fund remained empty until the start of this fiscal year, when a new budget, effective July 1, replenished the coffers. Which was good news for workers laid off from that date on but did nothing for the unfortunate souls who'd been thrown off their jobs without notice at the worst possible time.

The government finally got around to approving a special \$1.5 million for their retraining early this month, shortly after a July 2 *Globe* editorial focused attention on the double injustice done to the laid-off workers and soon after word got out that former state representative Tom Gallagher, now director of the New England Equity Institute, was preparing to file a class-action lawsuit against the state on their behalf.

— Maureen Dezell

# The Boston Globe

TUESDAY, JULY 14, 1987

## Mature Industries Law quietly crumbling in Mass.

**TOM GALLAGHER**

The state's highly acclaimed solution to the "plant closing" problem is crumbling because of inaction on Beacon Hill.

Brought to a head by the 1977 announcement of the closing of Colonial Press in Clinton on the day following then-President Carter's visit to the town, the issue was thought to be settled by the 1984 passage of the Mature Industries Law.

Central to the law's compromise solution was the Reemployment Assistance Benefits (RAB) program — a form of state-funded severance pay for employees given insufficient notice of large layoffs or closings.

Late last year, 195 employees laid off by Diamond Match in Springfield, who were receiving these benefits, heard that the program was running out of money.

They were relatively lucky. Their leaders were able to exert enough pressure to ensure that the program would run its course for workers laid off in 1986.

Nearly 5,000 workers laid off in 1987 have not been so fortunate. None have seen a nickel of these benefits.

A recent New England Equity Institute study of the state's Mature Industry Law pinpointed the collapse of the RAB program as the principal area in which the state has allowed a once widely discussed law to atrophy.

The problem developed last year when General Dynamics laid off its 6,000 Quincy shipyard employees without written notice, thereby bankrupting the RAB account.

The Legislature has twice refused to appropriate the money needed to replenish the fund, with the House Ways and Means Committee taking the position that companies, not taxpayers, should pick up the tab in such cases.

While this position is correct on the merits, it has left thousands of employees in the lurch without the benefit of a law designed to protect them.

The report notes that, "In allowing this program

to shut down, even if only temporarily, the commonwealth would seem to be inviting a lawsuit."

And this was not the only area of the law found not performing up to expectation — there is the Health Insurance Program that requires employers to continue health insurance payments for employees for 90 days after major layoffs.

According to the February report from the state's Division of Employment Security, about half of the state's affected employers have not complied with this part of the law.

The problem in this case is that there is less to the law than meets the eye — it provides no sanctions against employers who willfully ignore the law and fail to provide the benefits mandated by the state.

The DES report also highlights the even more insidious problem of employers who discontinue health insurance payments on behalf of their soon-to-be-laid-off employees without even notifying them. In some cases people first become aware of this when they are told they cannot receive health care to which they had believed themselves entitled.

A third area found in disarray is the so-called "Voluntary Social Compact." In place of any requirement for a company to give advance notice of a closing or layoff, the law says that while all such activity will be voluntary, the state will take it upon itself to actively promote a "Voluntary Social Compact" under which the state's employers would involuntarily agree to give 90 days warning of layoffs.

The result of the state's active promotional efforts? The same DES study reports that the percentage of employers giving no notice at all was higher in 1986 than in 1985.

The New England Equity Institute study found that the law's successes such as the worker replacement centers were being limited in their effect by the apparent willingness of the state to allow large portions of the law to decay.

In 1984, headlines proclaimed the state's concern for laid-off workers. In 1987 the headlines are gone. Is the state's concern gone as well?

*Tom Gallagher is director of the New England Equity Institute in Boston.*

THURSDAY, JULY 2, 1987

## Displaced workers' plight

Because of inaction by the Legislature, the state is failing to fulfill its responsibilities to 4000 workers laid off without notice because of plant closings.

Although a law guaranteeing these workers 13 weeks of special payments was passed in 1984, the money ran out on Jan. 1. Workers laid off after that date have not received the payments.

The 1984 law was substituted for a plan proposed by then-Rep. Thomas Gallagher (D-Brighton) to require that companies give notice of plant closings. Because of business opposition, the law ignored mandatory notification in favor of payments to workers who lost their jobs because of the closings. Payments could be as high as \$100 a week for 13 weeks.

The shutdown of the Fore River shipyard in Quincy emptied the special state fund of its money. Although General Dynamics' decision to close the shipyard was known for months, Gallagher says, the company failed to send

workers written notification until shortly before they were laid off.

The budget passed by the House provides that the fund receive \$6 million for fiscal year 1988, which began yesterday. Four thousand workers displaced from their jobs between Jan. 1 and July 1 are left in limbo — with a legal right to payment but without a decision by the Legislature to provide the money.

The Legislature should enact a special, \$1.8 million appropriation proposed by Governor Dukakis to fill the gap. To prevent a second depletion of the fund, it should authorize the state to bill companies for any payments resulting from their failure to give notice. This provision was mistakenly stricken from the House version of the budget.

Gallagher says the provisions of the 1984 law to retrain workers and find them new jobs are succeeding. The Legislature has an obligation to provide the money to tide them over until they find work again.

# BUSINESS

THE EVENING GAZETTE, WORCESTER, WEDNESDAY, June 3, 1987

## State has law, but no money, to help laid-off workers

By ROBERT R. BLISS  
of THE EVENING GAZETTE STAFF

A key piece of the Dukakis administration program to aid workers suddenly laid off has been out of money for six months.

According to the New England Equity Institute, a private non-profit research group created by former state Rep. Thomas Gallagher, the state's Reemployment Assistance Benefits fund "has been allowed to lapse entirely."

He described the fund as the key to organized labor's acceptance of the state's three-year-old Mature Industries Law.

Reemployment Assistance Benefits are a supplemental form of unemployment compensation supposed to be paid to workers hit by sudden plant closings for as many as 13 weeks.

Gallagher reviewed the entire law, of which the

reemployment fund is a part, and gave it mixed reviews.

### NATIONAL MODEL.

The Dukakis administration touts the Mature Industries Law as a national model for non-confrontational, public-private response to layoffs and plant closings.

But "No eligible worker has been paid the benefits to which he or she is legally entitled during all of 1987," Gallagher said.

Some 73,000 manufacturing jobs have been lost in Massachusetts since Jan. 1985.

Dukakis' press secretary James Dorsey said he had

not seen Gallagher's report, but that he understood it was critical.

Gallagher is a Democrat who represented Allston-Brighton for six years before unsuccessfully running for the Democratic congressional nomination won by Joseph P. Kennedy last year.

Dukakis has mentioned the Mature Industries Law from time to time on the presidential campaign trail as an example of his consensus style of governance. In a piece on Dukakis' written earlier this year by Washington Post writer David Brodeur, the Mature Industries Law was mentioned as an example of the compromises Dukakis has brokered between labor and business. The Brodeur piece was distributed to reporters in a packet on the day Dukakis announced his candidacy for president.

The fund is supposed to guarantee that workers

have the equivalent of three months at full pay after a shutdown before smaller unemployment checks start arriving.

Why is there no money in the Reemployment Assistance Benefits fund?

Gallagher said unforeseen costs in the 1986-87 fiscal year exhausted funds before Jan. 1. From January 1985 to September 1986, about 28,000 workers collected \$7.5 million in benefits.

The unexpected costs came from the closing of the General Dynamics shipyard in Quincy. The company did not give 6,000 workers written notice. The shut-

down accounted for 22 percent of the program's cost from Jan. 1, 1985, to Sept. 30, 1986.

The House Ways and Means Committee twice has deleted from supplemental budgets Dukakis' administration requests for more money, due to what Gallagher called "the lack of corporate accountability written into the law."

Some companies, notably General Dynamics, closed without giving notification so that workers could collect the additional benefit. The budget presented to the House by the Ways and Means Committee for the 1987-88 fiscal year contained an outside section directing the Division of Employment Security to make employers pay the benefits the state is supposed to pay for the program, but the provision was removed from the budget before going to the Senate, Gallagher said.

"Meanwhile, qualified applicants for the benefits are still being registered for the program under the belief that they may be paid retroactively" eventually, Gallagher said.

### HEALTH CARE BENEFITS

Gallagher said the Health Insurance Program to give laid-off workers continued health care benefits and the Voluntary Social Compact to promote an

agreed-upon standard of corporate social responsibility "have fallen woefully short of their public goals."

Employers who do not pay the insurance for 90 days after a worker is laid off face no penalties, Gallagher said. The state is supposed to pick up the slack only if a company files for bankruptcy. In fact, of 100

plant closings from Jan. 1 to Nov. 30, 1986 affecting 6,000 workers who lost health benefits, only 35 had premiums picked up by the state, Gallagher said.

Gallagher found other aspects of the Mature Industries Law functioning better, including the Reemployment Assistance Program, which assists laid off workers in finding new jobs; the office of Business and Financial Services, designed to provide expert assistance to businesses in trouble; and the Cooperative Regional Industrial Laboratories designed to map future courses for certain regions and sectors of the labor force.

Giving workers sufficient notice of plant closings became an issue in the 1970s when unemployment in the state was a major problem.

### CLINTON PRESS CLOSING

Gallagher noted that "perhaps no event crystallized the issue as clearly as the announcement of the closing of the Colonial Press in Clinton, immediately following President Carter's visit to that town."

The Legislature approved without debate the Mature Industries Law in 1984.

"Business's support for the final package was garnered by removing any obligations from them," Gallagher wrote. Informing workers of impending layoffs was not made mandatory.

"Labor's support was gained by the guarantee of

Reemployment Assistance Benefits, a type of severance pay in the form of weekly for certain laid off workers, to be paid for with state funds," he said.



COMMUNICATIONS WORKERS OF AMERICA  
AFL-CIO

Local 1365

P.O. BOX 68  
1627 OSGOOD STREET  
NORTH ANDOVER, MASSACHUSETTS 01845  
TELEPHONE  
374-8542 688-6038

December 3, 1987

Mr. Arthur R. Osborn, President  
MASSACHUSETTS/A. F. L. - C. I. O.  
8 Beacon Street  
Boston, Massachusetts

02108

Dear Arthur:

As I discussed with you earlier, I am tending my resignation as a Vice President of the Massachusetts State Labor Council. I find that my time involved in union duties, although very rewarding, takes me from my family more than I care to be at this time in life.

It has been an honor serving as a Vice President of the Mass. State Labor Council and I want you to know personally that I think you have done a great job in rebuilding this organization. Also, your friendship is one that I know I will always have and value.

At this time, I would like to recommend that Ron Ferris, newly elected President of Local 1365 C.W.A., who will be succeeding me at my Local, also succeed me as a Vice President of the Council. His full name and home address is as follows:

Ronald A. Ferris  
P.O. Box 356, 4 South Summer Street  
Bradford, Massachusetts 01830

Telephone: (617) 373-8962.

Thank you very much.

Yours sincerely and fraternally,

LOCAL 1365 C. W. A.

Daniel A. Beauregard, President

DAB:jmh

CC: Mr. M. L. Grieco



TODAY: Chance of rain  
Highs 75 to 80  
TOMORROW: Cloudy  
Highs 75 to 80  
Details on Page 22

TODAY'S TV: Page 39



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Tuesday September 8, 1987

## Employers using more lockouts

CORPORATE management increased its use of the lock out during labor disputes in 1986, according to a study released in Boston by the New England Equity Institute in time to mark Labor Day.

The number of major lockouts rose from one in 1985 to nine in 1986, the study said, adding the number of work stoppage days lost to lockouts increased from one in 10 days to one in four days.

The lockouts were primarily offensive, which occur when a company refuses to allow workers to continue under an expired contract and "locks them out," hiring replacement workers, said Tom Gallagher, director of the institute.

"Labor Day has traditionally been set aside to celebrate labor's achievements, but this Labor Day it should be clear that American corporate management is determined to take back as many of these achievements from America's working people as they possibly can," Gallagher said.

The use of lockouts rose following a 1985 decision by the National Labor Relations Board to allow companies to replace workers during a lockout, Gallagher said.

The report, issued over Labor day weekend and called "The Lockout is Back; Corporate America Takes the Offensive," surveyed the 111 work stoppages involving at least 1,000 workers recorded by the federal Bureau of Labor Statistics.



# Company use of lockout tactic increases fivefold in a single year

If workers will not abandon a strike, then strike against the workers. Such a tactic, known as a lockout, has become increasingly popular for management, according to a new study by the Boston-based New England Eq-

uity Institute.

The study, entitled "The Lockout is Back, Corporate America Takes the Offensive," claims a fivefold increase from 1985 to 1986 in the number of worker days lost because of lockouts.

Perhaps the most celebrated, and one of the longest-running lockouts in Connecticut is the one at the Colt Firearms division of Colt Industries, where workers have been on strike or locked out for nearly 23 months.

Most modern-day lockouts occur when a striking union offers to return to work for essentially the same pay and working conditions that were in place when the strike began, and management says, "No thanks."

"Although the political rhetoric of the times holds that we live in an era of renewed labor-management cooperation, the results of our study would seem to show that it is just that — rhetoric," says Tom Gallagher, a former Massachusetts legislator and director of the institute, which was started earlier this year.

"Corporate management's current mission seems to be to win back as many of the gains of America's working people as possible. They are sending a clear message to their work force that the tactics of the Thirties are back in vogue," Gallagh-

er added.

According to the institute's findings, prepared by Ramon Castellblanch, a student at the Kennedy School of Government, worker days lost because of lockouts between 1985 and 1986 went from 529,800 to 3,550 million. In addition, from September to December last year, a majority of all days lost in labor disputes were due to lockouts — the largest involving 22,000 employees at USX Corp.

Major 1986 lockouts also occurred in the aerospace, agricultural equipment and meatpacking industries, according to the study.

Gallagher blames the tone set when the Reagan administration fired several thousand air traffic controllers several years ago. He also blames a National Labor Relations Board he says is packed with anti-labor Reaganites.

Those issues probably have some bearing on the situation.

Some labor organizers are im-

tive, they continue.

These tactics have proven effec-

tive in many disputes. But strikes

continue to occur.

*Mike McGraw is The Courant's labor editor.*

Hartford  
Courant

10/16/87

# The Boston Globe

TUESDAY, JULY 14, 1987

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**TOM GALLAGHER**

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*Tom Gallagher is director of the New England Equity Institute in Boston.*

# THE BOSTON **Phoenix**

JULY 24-30, 1987

BOSTON'S LARGEST WEEKLY

FOUR SECTIONS

## LATE FOR WORK

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— Maureen Dezell



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Weil Hall, Harvard University, 79 J.F. Kennedy St.  
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9am-12:30pm

THE CHALLENGE OF STRUCTURAL CHANGE:  
TRAINING THE FUTURE WORK FORCE IN  
THE UNITED STATES AND SWEDEN

- Joseph D. Alviani: Secretary of Economic Affairs,  
Commonwealth of Massachusetts  
Anders Björklund: Research Fellow, Industrial Institute for Economic  
and Social Research, and Institute for Social  
Research, Stockholm  
Robert Kuttner: Economic Journalist, The New Republic;  
Visiting Professor, Univ. of Massachusetts/Boston  
Allan Larsson: Director General, Swedish Labor Market Board  
Andrew Martin: Lecturer, Brandeis University;  
Paul Osterman: Research Fellow, Mass. Institute of Technology  
Berit Rollén: Professor, Sloan School of Management, M.I.T.  
Erika Thelning: Director General, Swedish Employment Training Board  
Head of Department, Swedish Labor Market Board

For information call: Marna Feldt, Swedish Information Service, 212-751-5900

§ § § § § §

3pm-6pm

THE UDDEVALLA PROJECT: SWEDISH BUSINESS AND  
GOVERNMENT COOPERATE TO RESTRUCTURE A REGION  
AND CREATE A NEW WORK ORGANIZATION

- Bo Ekman: Director, Swedish Institute of Public Opinion  
Research  
Allan Larsson: Director General, Swedish Labor Market Board  
Michael Maccoby: Director, Harmon Program on Technology, Public  
Policy and Human Development, Kennedy School  
Rolf Nord: Regional Director, Swedish Labor Market Board,  
Gothenburg/Bohus County

Representatives from Volvo and the Swedish Metalworkers Union

For information call: Fred Freundlich, Kennedy School of Government, 617-868-4500

The Kennedy School Cafeteria will be open for lunch between the seminars.  
A Reception will follow the conclusion of the afternoon seminar.



# The New England Equity Institute

**Tom Gallagher, Director**

20 East Street  
Boston, MA 02111  
(617) 350-6152

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and Economics, Boston University

Nancy Mills, Business Agent, Local 285,  
Service Employees International Union

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Debbie Weinstein, Author, Poor People's  
Budget

Bronwen Zwirner, Education and Political  
Action Director, New England  
Regional Joint Board, Amalgamated  
Clothing and Textile Workers Union

\*(Partial listing. Organizational  
affiliations listed for purposes of  
identification only.)

**THE LOCKOUT IS BACK  
CORPORATE AMERICA TAKES THE OFFENSIVE**

**DRAFT**

**A NEW ENGLAND EQUITY INSTITUTE STUDY**

**by Ramon Castellblanch and  
Tom Gallagher**

**Research by Ramon Castellblanch**



1986 SEES UPSURGE IN MANAGEMENT USE OF LOCKOUT

DRAFT

It's official - the "lockout" is back.

In 1986, for most people, the "lockout" had become little more than a phrase from a dimly remembered period of American labor history.

But it appears to be time to dust off the labor history phrase books, because one group of Americans has clearly not forgotten what a "lockout" means. And last year, America's corporate managers dusted off the old lockout and brought it back with a vengeance as a tool in corporate - worker relations.

A study of Bureau of Labor Statistics (BLS) statistics shows that, in 1986, corporate America locked out six times as many workers in disputes involving 1,000 or more workers as in the prior year.

The BLS data on work stoppages involving 1,000 or more workers shows that in 1985 there were 46 such work stoppages nationwide, resulting in a total of 5,020,100 work days lost.

Only one of these work stoppages was due to a lockout - the lockout of the United Steelworkers at the Wheeling Pittsburgh Steel Corporation, with locations in Ohio, Pennsylvania, and West Virginia. The lockout resulted in a loss of 529,800 work days, or 9.5% of the total number of work days lost nationwide in work stoppages involving 1,000 or more workers.

1986, however, presents a dramatically different picture. A total of 65 major labor disputes began in 1986 - an increase of 41%. The resulting total of days lost in strikes was 8,300,100



- an increase of 65.3%.

But the picture in regard to lockouts was much more dramatic - the number of major lockouts rising from one to nine, and the number of days lost rising to 3,847,300 - an increase of 626% in a single year.

In contrast to 1985, when less than one day in ten lost in a major work stoppage was due to a lockout, in 1986 the figure was up to 31.5%, or almost one day in three.

In 1985 all of the nation's major lockout activity came in the four month stretch from July through October. In contrast, in 1986 there were only three months without a major lockout somewhere in the United States.

In each of the final five months of 1986 more work days were lost due to lockouts than in the entire prior year. And in the year's final four months, a majority of all days lost in major work stoppages were due to lockouts, peaking with an incredible 87.2% of all days lost in December 1986 being to lockouts.

The United Steelworkers, who had been the object of the prior year's only major lockout, in September of 1986 were locked out by three separate companies, the Timken Company, in Canton, Columbus and Wooster, Ohio; Babcock and Wilcock in Beaver Falls, PA; and the USX Corporation, nationwide. At this point over 29,000 members of the Steelworkers were locked out.

At the same time, another steel company, Armco Incorporated, locked out another 4,300 employees who were members of its independent union.



DRAFT

The United Auto Workers were locked out by the Sundstrand Corporation at Rockland and Belvedere, IL; and by Deere and Company in Illinois and Iowa.

(This study does not include the Colt Industries, Firearms Division of Hartford, CT. which is counted by the Bureau of Labor Statistics, and in our study, as a strike, but has been ruled a lockout following the UAW's unconditional offer to return to work on September 1986.)

Also subjected to lockouts in 1986 were members of the Typographers Union at the Chicago Tribune, the Transport Workers at Brooklyn Union Gas, and the United Food and Commercial Workers by Iowa Beef Packers at Dakota City, Nebraska.



DRAFT

MAJOR LOCKOUTS 1985 - 1986

FIRM	UNION	START	DAYS LOST
WHEELING PITTSBURGH STEEL	USW	7/85	529,800
CHICAGO TRIBUNE	ITU	2/86	19,000
SUNDSTRAND	UAW	5/86	32,000
DEERE	UAW	8/86	1,328,400
USX	USX	8/86	2,728,000
BROOKLYN UNION GAS	USX	8/86	140,100
ARMCO	IND	9/86	25,800
TIMKEN	USW	9/86	127,600
BABCOCK & WILCOX	USW	9/86	121,900
IOWA BEEF PACKERS	UFCW	12/86	219,000



DRAFT

DAY'S IDLENESS DUE TO WORK STOPPAGES  
INVOLVING 1,000 OR MORE WORKERS

1985

MONTH	STRIKE	LOCKOUT	LOCKOUT AS % OF OVERALL TOTAL
January	40,700	0	0
February	59,600	0	0
March	604,500	0	0
April	150,300	0	0
May	106,500	0	0
June	336,300	0	0
July	262,600	65,600	20.0
August	538,800	189,000	26.0
September	618,500	172,000	21.8
October	1,173,600	103,200	8.1
November	609,400	0	0
December	625,800	0	0
<u>1985</u>	<u>5,020,100</u>	<u>529,800</u>	<u>9.5</u>

1986

January	147,600	0	0
February	290,500	19,000	6.1
March	430,200	0	0.0
April	343,500	0	0
May	360,100	5,500	1.5
June	3,674,600	22,100	<0.1
July	851,400	4,400	0.1
August	958,600	555,700	36.7
September	312,100	879,600	73.8
October	520,100	891,800	63.2
November	291,400	650,000	69.0
December	120,000	819,200	87.2
<u>1986</u>	<u>8,300,100</u>	<u>3,847,300</u>	<u>31.5</u>



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## METHODOLOGY

All statistics are taken from the Bureau of Labor Statistics monthly reports on work stoppages involving 1,000 or more workers.

This list was chosen because it represents the only available standardized national base which can be utilized for year to year comparisons.

The use of this base has allowed this study to be conducted upon a scientific, verifiable basis. This, in turns, allows us to elevate the discussion of the use of lockouts above the merely anecdotal conversation which is of no use for comparison purposes.

The drawback to the exclusive usage of BLS statistics is obviously the fact that the lion's share of the nation's labor disputes are thereby eliminated.

But this drawback is alleviated more than a little by the fact that the sheer size of the work stoppages which are included in the study ensures that they encompass a significant percentage of the workers involved in work stoppages nationwide, as well as a significant percentage of the total days lost.



CHARACTERISTICS OF LOCKOUT COMPANIES

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The majority of these lockouts appear to have resulted from the continuing corporate dismantling of American industry. While the expiration of some key industrial labor agreements triggered them, most of the major 1986 lockouts appear to be what might be called "plant closure" lockouts.

Eight of the ten lockouts were in the Pennsylvania to Illinois industrial belt - the U.S. region where corporations are closing the most plants. This suggests a connection between lockouts and plant closures.

Most of the ten lockouts were by financially troubled firms. Four of the ten lockout firms were in the steel industry, which was experiencing its fifth consecutive losing year in 1986.

Two more of the lockout firms were closely tied to agriculture. 1986 was a dismal year for U.S. agriculture.

A seventh lockout firm was in the devastated energy industry and an eighth had large debts when it locked out its workers.

Only two of the ten lockout firms were not in obvious financial difficulty.

Corporate logic dictated that many of the lockout plants



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should be temporarily closed. "Plant closure" lockouts temporarily perform the functions of plant closures: they save wages and lower inventories. They also serve corporations as a union-busting tool to force wage cuts and speed-up.

The lockout corporations locked out an average of 30% of their workers. They kept other locations and subsidiaries operating during the lockouts. This fact suggests that most firms will not simultaneously lockout all their locations and subsidiaries.

Plants most likely to lockout 1) have a union contract expiring, 2) are in a financially troubled industry, 3) are run by firms with numerous locations or subsidiaries, and 4) are in the industrial belt.



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PREVENTING LOCKOUTS - UNEMPLOYMENT INSURANCE

On the state level, the most promising measure for coping with lockouts is to mandate unemployment insurance (UI) for lockout victims. It will provide the workers with some relief at the expense of the lockout firms. Laws can also require that firms buy medical insurance for lockout victims.

While the record shows that mandating the payment of UI benefits will not preclude the possibility of a lockout, they will clearly make an unpleasant and unsought situation more tolerable for the workers involved.



## Appendix 1: 1985-86 Large Work Stoppage Survey

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<u>Ind</u>	<u>Org</u>	<u>Firm</u>	<u>Start</u>	<u>S,L,?</u>	<u>Wkr. Days</u>
1	4	uaw GM Bowling Green KY	1/85	S	12,800
1	4	uaw GM Wentzville MO	1/85	S	27,900
2	2	twu Pan Am	2/85	S	418,000
2	30	ufcw Filene MA RI	2/85	S	87,400
2	12	uaw GE Evendale OH	2/85	S	33,000
3		ibt Gwaltney VA	3/85	S	5,000
3	17	writ MoPic & TV Prod CA	3/85	S	109,200
3	24	wood Weyerhauser AR	3/85	S	57,500
4		ufcw Laneco PA	4/85	S	37,200
4	19	iam Emhart Ind CT	4/85	S	6,600
4	41	ship Bath Iron Works ME	4/85	S	250,000
5	2	pilt UA	5/85	S	107,100
5	40	ibew Pub Serv Co of IN	5/85	S	39,600
6	13	ibt OH Bakeries	6/85	S	8,500
6	14	here NYC hotels	6/85	S	266,000
7	26	itu Chicago Tribune	7/85	S	135,000
			2/86	L	19,000
7	42	seiu PA state wkr	7/85	S	13,600
7	34	usw Wheeling Pitt Steel	7/85	L	529,800
7	24	papr GA-Pacific AR	7/85	S	56,100
7	4	uaw AMC IN	7/85	S	12,000
7		ibt Nat'l Auto Trans	7/85	S	346,000



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13

7	40	ibew	Columbus So OH	Elec	7/85	S	7,000
7	35	telg	Western Union		7/85	S	56,600
8	40	ibew	Potomac Elec	Pow DC	8/85	S	13,200
8	13	ufcw	Hormel MN		8/85	S	276,600
8		iam	Trane Co WI		8/85	S	23,800
8	42	nea	Flint Bd of Ed	MI	8/85	S	28,900
8	41	boil	Norfolk Shipbldg	VA	8/85	S	43,700
8	12	iue	GE Schenectady	NY	8/85	S	10,000
8		ufcw	John Morrell & Co.		8/85	S	143,000
9	26	news	Philadelphia Papers		9/85	S	158,400
9	42	aft	Chicago Bd of Ed	IL	9/85	S	80,000
9	22	iue	Sperry Rand	NY	9/85	S	118,800
9		uaw	General Dynamics		9/85	S	190,000
9	42	nea	Seattle Bd of Ed	WA	9/85	S	66,500
9	42	nea	Pontiac Bd of Ed	MI	9/85	S	5,000
9	4	uaw	Ford OH		9/85	S	72,800
9	13	ibt	Watsonville Canning		9/85	S	456,000
9		uaw	Design & Mfg	IN	9/85	S	22,000
9	9	uaw	Textron CT		9/85	S	76,700
10	4	uaw	Chrysler		10/85	S	630,000
10	42	nea	Patterson Bd of Ed		10/85	S	7,200
10	12	iue	Sanyo AR		10/85	S	34,200
11		uaw	Chrysler MO		11/85	S	45,000
10		usw	PT Components	IN	10/85	S	32,000
11	29	ufcw	Food E/ers	CA	11/85	S	792,000
12	41	pntr	St. Louis		12/85	S	30,600



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12	1	iam	UT CT	12/85	S	64,000
13	9	uaw	<u>Colt Ind CT</u>	1/86	S	68,200
				9/86	L	
13	42	oak	Oakland Bd of Ed	1/86	S	43,700
13	39	ibt	Produce Truckman NY	1/86	-	6,000
14	12	iue	GE Lynn MA	2/86	S	162,000
14	12	uaw	Champion OH MI	2/86	S	108,100
14	10	usw	Nat'l Can	2/86	S	122,900
15	27	twu	SE PA Transit Auth	3/86	S	20,800
15	17	here	Disneyland CA	3/86	S	93,500
15	2	iffa	TWA	3/86	S	335,000
16	3	ibew	Hoover OH	4/86	S	26,000
16	41	crpt	OH	4/86	S	28,500
16	4	uaw	Dana Corp IN	4/86	S	7,200
16	32	usw	Appal. Reg VA Hosp.	4/86	S	125,000
17	24	papr	James River Corp WI	5/86	S	9,000
17	13	bake	Entenmann's NY	5/86	S	8,000
17	27	utu	Santa Fe IL	5/86	S	160,000
17	40	util	Boston Edison	5/86	S	60,000
17	15	uaw	<u>Sundstrand IL</u>	5/86	L	32,000
18	24	papr	Scott Paper AL	6/86	S	69,600
18	41	plas	Chicago	6/86	S	39,400
18	41	roof	Chicago	6/86	S	32,500
18	35	cwa	ATT	6/86	S	2,945,000
18	40	ibew	Toledo Edison OH	6/86	S	38,500



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18	41	sht	IL	6/86	S	88,000
18	41	pntr	Seattle	6/86	S	144,000
18	40	gas	Washington Gas DC	6/86	S	21,600
18	12	iue	GE Pittsfield MA	6/86	S	7,500
18	18	usw	Alcoa	6/86	S	473,000
18	24	wood	Weyerhauser WA	6/86	S	220,500
19	42	afsc	Detroit	7/86	S	84,600
19	42	afsc	Philadelphia	7/86	S	198,600
19	41	iron	S.F.-Oakland	7/86	S	13,000
19	32	ilwu	PMA CA	7/86	S	20,000
19	4	uaw	Ford GA	7/86	S	60,000
19		uaw	Hayes Int'l AL	7/86	S	86,100
19	34	usw	LTV IN	7/86	S	16,000
19		usw	Ormet Corp OH	7/86	S	121,500
19	24	papr	James River Corp MI	7/86	S	48,600
19	24	papr	Container Corp IN	7/86	S	8,000
19	24	papr	Boise Cascade ME	7/86	S	57,600
19	33	uaw	FMC Corp MN	7/86	S	28,000
20	33	uaw	<u>Deere IA IL</u>	8/86	L	1,328,400
20	35	cwa	Michigan Bell	8/86	S	50,000
20	35	cwa	Mountain Bell	8/86	S	18,000
20	35	cwa	NYNEX	8/86	S	480,000
20	33	iam	Caterpillar IL	8/86	S	48,000
20	34	usw	<u>USX</u>	8/86	L	2,728,000
20	24	papr	Hammermill Paper WI	8/86	S	24,000
20	40	twu	<u>Brooklyn Union Gas</u>	8/86	L	140,100



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20		wdgb Winery Employers Assn	8/86	S	42,800
21	17	here Atlntc Cty casinos	9/86	S	13,000
21	8	ocaw Hercules VA	9/86	S	39,000
21	35	telp So N.E. Telecomm CT	9/86	S	378,300
21	34	arm <u>Armco OH</u>	9/86	L <sup>1</sup>	25,800
21	15	usw <u>Timken Co OH</u>	9/86	L	127,600
21	41	usw <u>Babcock &amp; Wilcox PA</u>	9/86	L	121,900
22	32	seiu Kaiser CA	10/86	S	323,400
22	32	ila New Orleans Steam	10/86	S	10,000
22	32	ila N Atlantic Ship	10/86	S	90,000
22	13	ufcw FDL IA	10/86	S	25,200
22	19	glas Anchor Hocking OH	10/86	S	21,000
22	43	aaup Temple U PA	10/86	S	14,000
23	4	uaw GM Delco IN	11/86	S	38,500
23		iam Trane Co TN	11/86	S	10,000
24	13	ufcw <u>IBP NE</u>	12/86	L	219,000

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<sup>1</sup> per OH UI





# PIONEER VALLEY CENTRAL LABOR COUNCIL, AFL-CIO

458 BRIDGE STREET • SPRINGFIELD, MASSACHUSETTS 01103

Telephones:  
413-732-7970  
413-734-5110

21

December 3, 1987

#### *Executive Officers*

1st—RICHARD ABOOW  
2nd—JOHN FENTON  
3rd—EDWARD COLLINS, JR  
4th—JOSEPH OART

Arthur R. Osborn, President  
Massachusetts AFL/CIO  
8 Beacon Street  
Boston, Ma. 02108

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CLOOQO CONCEPCION  
WILLIAM CUMMINGS  
JOHN DOMINGOS  
DONALD OOUGHERTY  
JAMES FRASER  
JAMES GRAHAM  
MELVIN GRAY  
JOSEPH A. MIODONKA  
MARTIN MANOOGIAN  
CRAIG ROBINSON

Dear Arthur:

I am writing to you to express my deep concern with regard to the JTPA vacancy created when Norma Hicks left to work for the Industrial Accident Board.

We have been given a commitment by Secretary of Labor Paul Eustace (copy of letter enclosed) that the vacancy would be filled once the Legislature appropriated the monies. That commitment has not been kept.

Will you please give this matter your attention. We here in Western Mass are entitled to a regular full time person working in that position.

Fraternally yours,

CHARLES E. THOMPSON  
President

#### *Trustees*

JOHN J. FOLEY  
MAGGIE GALLUZZO  
LEON MOULTRIE

CET/mk

#### *Sergeant-at-Arms*

GENEROZO MAOALONI

#### *Education Director*

RICHARD RUMELT

#### *C.O.P.E. Director*

EDWARD W. COLLINS, JR

#### *Community Service Director*

VINCENT OIMONACO





COMMUNICATIONS WORKERS OF AMERICA  
AFL-CIO

Local 1365

P.O. BOX 68  
1827 OSGOOD STREET  
NORTH ANDOVER, MASSACHUSETTS 01845  
TELEPHONE  
374-8542 688-6038

December 3, 1987

Mr. Arthur R. Osborn, President  
MASSACHUSETTS/A. F. L.- C. I. O.  
8 Beacon Street  
Boston, Massachusetts

02108

Dear Arthur:

As I discussed with you earlier, I am tending my resignation as a Vice President of the Massachusetts State Labor Council. I find that my time involved in union duties, although very rewarding, takes me from my family more than I care to be at this time in life.

It has been an honor serving as a Vice President of the Mass. State Labor Council and I want you to know personally that I think you have done a great job in rebuilding this organization. Also, your friendship is one that I know I will always have and value.

At this time, I would like to recommend that Ron Ferris, newly elected President of Local 1365 C.W.A., who will be succeeding me at my Local, also succeed me as a Vice President of the Council. His full name and home address is as follows:

Ronald A. Ferris  
P. O. Box 356, 4 South Summer Street  
Bradford, Massachusetts 01830

Telephone: (617) 373-8962.

Thank you very much.

Yours sincerely and fraternally,

LOCAL 1365 C. W. A.

Daniel A. Beauregard, President

DAB:jmh

CC: Mr. M. L. Grieco



# URBAN RESOURCES

Consultants, REAL ESTATE GOVERNMENT RELATIONS

December 1, 1987

Arthur R. Osborn  
Massachusetts / AFL-CIO  
8 Beacon Street  
Boston, MA 02108

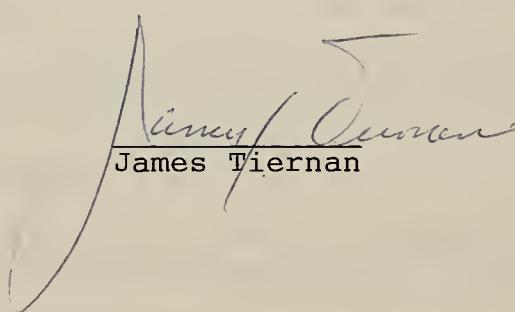
Dear Arthur:

On behalf of Myself, Local 550 of the Sprinkler Fitter's Union and the Fire Safety Council, I wish to thank you for your help, in having House Bill 5908 (Sprinkler Fitter's Licencing Bill) passed.

Without your help with the Governor, our chances of getting this bill passed, would have been greatly diminished.

Once again, thank you most sincerely for all your help in this matter.

Regards

  
James Tiernan



# AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

LANE KIRKLAND  
PRESIDENT  
THOMAS R. DONAHUE  
SECRETARY-TREASURER



REGION NO. 8, JOHN F. O'MALLEY, DIRECTOR  
SUITE 500, 6 BEACON STREET  
BOSTON, MASSACHUSETTS 02108  
617-227-1275

November 19, 1987

Mr. George J. O'Brien, President  
Northampton Labor Council, AFL-CIO  
584 Ryan Road  
Northampton, Massachusetts 01060

Dear Brother O'Brien:

An AFL-CIO fact-finding hearing on the matter of merger of Holyoke Central Labor Council and Northampton Labor Council with Pioneer Valley Central Labor Council is scheduled for 9:30 a.m. on December 10th at the Comfort Inn, Chicopee, Massachusetts.

AFL-CIO Field Representative Whitney and I will represent the AFL-CIO. Please send to me as soon as possible the names of other people from your local central body who will attend the hearing.

A resolution passed at the last AFL-CIO Convention, copy enclosed, enumerates relevant considerations at fact-finding hearings. You should come to the hearing prepared to discuss those considerations.

Also, please bring records for the last two years showing:

- a. monthly per capita tax payments received from each of your affiliates
- b. an accounting of money spent by the local central body
- c. attendance records at monthly meetings of the local central body

I will need a copy of all the above.

If you intend to make an opening and/or closing statement at the hearing, please make copies so that it can become part of the record.

Fraternally,

Frank Myers, Director  
AFL-CIO, New England Region

Encl

cc: A. Osborn  
K. Kistler  
R. Whitney  
opeiu-2  
afl-cio





The Commonwealth of Massachusetts  
Executive Office of Labor  
One Ashburton Place - Room 2112  
Boston, Ma. 02108

MICHAEL S. DUKAKIS  
GOVERNOR

PAUL J. EUSTACE  
SECRETARY

Arthur Osborn  
President  
MA AFL-CIO  
8 Beacon Street  
Boston Ma 02108

November 19, 1987

Dear President Osborn, *Re: t*

As we discussed earlier this week, I would like to submit Bob Haynes' name for the proposed Mass Jobs Council. I will plan to submit his name by the middle of next week unless I hear from you.

Thanks for your help.

Sincerely,

*Paul*  
Paul J. Eustace

cc Robert Haynes





LOCAL DIVISION 589  
AMALGAMATED TRANSIT UNION, AFL-CIO-CLC  
BOSTON CARMEN'S UNION

Headquarters  
80 BOYLSTON STREET  
(Room 430)  
BOSTON, MA 02116  
Tel. 542-8212

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JAMES E. FLAHERTY . . . . . Maintenance of Way

82

Boston, Mass. November 17, 1987

Mr. Arthur R. Osborn  
President  
Massachusetts AFL-CIO  
8 Beacon Street, 3rd Floor  
Boston, Massachusetts 02108

Dear Mr. Osborn:

On behalf of all the members of Local 589, I want to thank you for your generous support of Local 589's 75th Anniversary. The Program Book and the Testimonial Dinner were a great success, but neither would have been possible without the support of friends like you.

Thanks again for all your past support, and I look forward to our continued friendship in the years ahead.

Sincerely,

Anthony B. Romano  
President-Business Agent

ABR:p



*C*

NATIONAL FOOTBALL LEAGUE PLAYERS ASSOCIATION



November 13, 1987

Arthur R. Osborn  
President  
Massachusetts AFL-CIO  
8 Beacon Street, 3rd. Floor  
Boston, MA 02108

Dear Arthur:

The players and staff of the National Football League Players Association, an affiliate of the Federation of Professional Athletes, AFL-CIO, extend our heartfelt thanks to you and your membership for your support of our struggle to gain fair treatment on the job from the owners of the National Football League monopoly.

Your experience and practical advice on the picket line were a big help. Your public and private statements of support were a big boost to player morale. Most importantly, your membership, and members of other unions, responded by the thousands to help us fill picket lines and rallies at practice and game sites. This union and its membership will always be grateful that you were there when the NFL monopoly had so many of the press and the public aligned against the players.

At the recent AFL-CIO Convention in Florida, I had a chance to personally thank Lane Kirkland, Tom Donahue and many other union leaders for their unselfish support of the players. Many of you there asked if we would provide you with regular updates; information you could pass along to your membership. In response to that request, I have enclosed the first of regular reports to the labor community. Please feel free to reproduce this material in your own publications.

Fraternally,

A handwritten signature in black ink that reads "Gene Upshaw".

Gene Upshaw  
Executive Director

GU/bh  
Enclosure  
opeiu #2  
afl-cio



# NATIONAL FOOTBALL LEAGUE PLAYERS ASSOCIATION



## A REPORT TO AFL-CIO AFFILIATES FROM THE NATIONAL FOOTBALL LEAGUE PLAYERS ASSOCIATION

### COLLECTIVE BARGAINING

NFL management, from beginning to end, refused to engage in bona fide, arm's length bargaining. In an industry with a very healthy bottom line (\$31.3 million in revenues per club and \$3.7 million in profits per club, in 1986), the NFL owners demanded totally unjustifiable take backs from players in the following areas, among others:

- o Six Year Collective Bargaining Agreement (reneging on their previous three-year commitment)
- o First and Second Year Player Salary Cap (\$300 million out of players' pockets and a projected reduction by one-half in average salary, after 6 years)
- o Reduction Or Elimination Of 10% Option Year Increase (in existing and future contracts)
- o Suspension Without Pay For Season For Any Veteran Free Agent Without A Contract By First Pre-Season Game
- o Elimination Of Owners' Specified Annual Pension Contribution, In Place Since 1968 (our pension plan provides for both retirement and disability benefits for injured players)
- o Severance Plan With New Restrictions, Including 18-Month Wait For Benefit, 10% Additional Tax For Early Withdrawal And Potential 15% Excise Tax For Late Withdrawal
- o Rookies Injured In Training Camp To Be Paid Only Pre-Season Per Diem During Regular Season (rather than contract salary, the practice for 30 years)
- o Random Drug Testing
- o Increases In Player Fines

The most important reason we couldn't reach agreement with the owners, and were forced to strike, was because they clung to these outrageous take backs. The owners weren't proposing to continue at the levels of the 1982 CBA. They were proposing to gouge huge chunks out of the old agreement.

Also, the owners' spokesman Jack Donlan offered no improvements in response to our priority demands. He said:

1. No on guaranteed contracts
2. No on pension
3. No on severance, insurance, other benefits
4. No on free agency
5. No on drug prevention
6. No on a shorter CBA
7. No on player rep protection (discrimination against union officers)

Gene Upshaw never would have finalized and signed an agreement which included massive take backs and no improvements for players. The Board of Player Representatives would never have agreed to it and the players would not have ratified it.

\* \* \*

#### THE PLAYERS STRIKE

The strike, which management misconduct made unavoidable, was effective in that it put pressure on the owners. Admittedly, the owners did overcome some of that pressure by playing scab teams. But, with the extraordinary help of thousands of AFL-CIO members, we cut attendance by well over half and ratings fell from 13.5 on Sunday, September 20 to 5.9 on Sunday, October 11 and from 23.1 on Monday, September 14 to 12.9 on Monday, October 12. Major network advertisers pulled out of the games.

NFL Management Council Attorney Sarge Karch acknowledged this pressure in the Washington Post, saying, "Obviously, the damage to the clubs is significant. It's awfully tough to calculate what the television damage is. We'll have to rebate a fair portion of the rights fees. How do you measure long-term effect, what the effect is going to be the next time we go in and negotiate a TV contract? How do you measure damage on season ticket sales? People will say, 'Enough of this.'" The owners have already admitted owing the networks \$60 million in rebates, because of lost advertising revenue.

So the evidence is clear that the pressure was on both the players and management. The difference? It is not only that the owners and their network allies are powerful, it is also that the owners are disciplined and united. (This discipline is pointedly reinforced with a gag rule carrying \$100,000 fine for any non-Management Council club official or owner who comments on negotiations.) They speak publicly with one voice, even when they have violent arguments internally (such as over whether to play the scab games.)

The owners are ruled by a tyranny of the minority. Under the terms of the League Constitution, seven owners can control any decision because it takes a majority of 21 owners (75%) to make any decision (such as approval of a CBA). This gives hardline owners like Tex Schramm (Dallas) and Hugh Culverhouse (Tampa Bay) more influence than they should have.

On our side, we have a democracy of 1600 members run by an elected Board of Player Representatives making decisions by a simple majority. Any player may speak his mind on the issues and many often do. When we ended the strike, we still had 90% of the players on the picket line, but the owners took too much hope from the well-publicized minority of players who crossed.

The owners trampled on the rights of players guaranteed under the federal labor laws; compelling the NFLPA to file charges with the National Labor Relations Board against the owners for the following labor law violations:

1. Denying players the chance to play and be paid game checks for games on October 18 and 19
2. Refusing to bargain with the NFLPA
3. Discriminating against and threatening striking players or offering money to striking players to cross the picket line
4. Making changes in working conditions without bargaining about them.

\* \* \*

#### THE ANTITRUST LAWSUIT

After the Board of Player Reps made the decision that players should return to work on Thursday, October 15, the NFLPA immediately filed a class action antitrust lawsuit against the owners, because, absent a collective bargaining agreement, entered into after bona fide, arm's length negotiations, the NFL's restraints on player movement, and other important rights, are in violation of the federal antitrust laws. The draft, right of first refusal/draft choice compensation system, and the NFL player contract are all challenged by the suit, which we filed on behalf of all players in the NFL.

We filed in the Federal District Court in Minneapolis, Minnesota. Judge David Doty will preside over the case, which will be handled for the players by Ed Glennon, an attorney with Lindquist and Vennum, one of the largest law firms in the midwest. This is the same lawyer and law firm we used in 1975, when we won the Mackey case in this same federal court. Our victory in the Mackey case, which successfully challenged the NFL's right to restrict player movement, was affirmed by the Eighth Circuit Court of Appeals.

The crucial question before the court will be whether the expired collective bargaining agreement protects the NFL monopoly from an antitrust challenge by the players to the system which has not allowed veteran free agent movement for 10 years. We believe it clearly does not; the owners will try to argue that it does. We have asked the court to order the end to these restraints on player movement and to award money damages to all players bound by the system.

A few critics are now loudly protesting our decision to strike, saying we should have sued the owners long ago to

secure a new CBA, making a costly strike unnecessary. That argument, made with hindsight, doesn't hold up and here is why.

We were striking to secure a new Collective Bargaining Agreement this season; a CBA which would contain necessary, fair improvements. Management's outrageous positions in the negotiations made the strike our only option, unless we were willing to wait an indefinite time, maybe years, to get a new CBA.

Our old CBA had a provision prohibiting a lawsuit any time prior to its expiration on September 15. During the one month period from September 15 to October 15 the players exhausted all possibilities that a new CBA would be agreed to. We have gone to court because the owners have repudiated the process for making our own law in this industry (by bargaining), so the court has to step in to prevent the owners' monopoly from endangering player rights.

The fact that we struck and exhausted our leverage at the bargaining table without getting a new CBA - a fact which will be most helpful in our lawsuit - proves that the owners were determined to frustrate the bargaining process. Management has shown that it is trying to have its cake and eat it, too. They refused to negotiate, tried to break the back of the union and now they claim that the old union agreement makes their restrictions on players legal!

If we win this case, and most independent antitrust legal scholars believe we will, it will be the most important legal victory ever won by and for NFL players. It will have been worth the uncertainty, the risk and the sacrifice. But a new agreement in 1987, covering all the issues, would have been even better for players. That is why we struck; to get fair treatment today. Regrettably the owners would not let that happen.

\* \* \*

#### THE FUTURE

It may take until spring of 1989 to get to trial in this antitrust case. At present, the NFLPA is functioning without dues checkoff and without a Collective Bargaining Agreement, although NFL management is voluntarily meeting some of the conditions of the expired 1982 CBA in a transparent attempt to bolster their legal argument that the old agreement immunizes the NFL owners' restraints on players from challenge in court.

The NFLPA has passed through similar periods of uncertainty in the past and has survived to become an even stronger union. This time will be no different. As Mark Twain would have responded, "Rumors of our death are greatly exaggerated." Our membership is committed to overcome this blatant union busting and we will prevail in this legal battle.

*C*  
**WILD**

**Women's Institute  
for Leadership Development**

**a joint project of the Coalition of Labor Union Women,  
the Massachusetts AFL-CIO, and the labor education  
programs of Southeastern Massachusetts University,  
the University of Massachusetts/Boston, and  
the University of Massachusetts/Amherst**

November 20, 1987

Mr. Arthur Osborne, President  
Mass. AFL-CIO  
8 Beacon Street  
Boston, MA. 02108

Dear Mr. Osborne:

Last year your organization awarded us a grant as seed money to establish WILD -- the Women's Institute for Leadership Development. We would like to thank you again for your much needed financial support and to let you know how our project fared in its very important first year.

WILD is an educational project jointly sponsored by the Greater Boston CLUW Chapter, the Massachusetts AFL-CIO and the labor studies programs at UMass/Boston, UMass/Amherst and Southeastern Massachusetts University.

WILD sponsored a leadership development program the week-end of June 11-13, 1987 at Clark University in Worcester. The week-end was an unqualified success, drawing over 120 women from all over Massachusetts for two days -- and two nights -- of workshops and panels on leadership skills, topics of particular interest to women, and issues facing the labor movement today. I have enclosed a summary of the results of the evaluation we conducted at the end of the event. A more detailed compilation is available if you are interested. We will also be conducting a short follow-up evaluation in December regarding the more long-term benefits of the leadership training program. We will send you a summary of the results of that evaluation also.

We are currently planning for additional programs over the winter and spring leading up to another summer school in 1988. We will be developing two programs-- one evening and one Saturday afternoon -- in each of the five regions of the Commonwealth. These programs will be planned by members of our steering committee and women from each of the regions who attended the summer school.

Thank you again for your support. We hope we can count on you again in the future.

Sincerely,

*Dale Melcher*

Dale Melcher  
for WILD



WILD Summer Institute 1987  
Evaluation

One hundred nineteen women attended the week-end program, including twenty staff. Eighty evaluations were returned for a response rate of 67%.

Demographics

Women attending the institute came from varying size workplaces, with 70% coming from workplaces of one hundred or more, and represented twenty-five different unions. The majority, 67%, indicated that they either currently held a union office or had in the past. Of those currently in office 35 said they were either a local officer or steward, while eleven were officers in their district, area or international.

Evaluation

Over 75% of the women responding rated the week-end as very good or one of the best they had attended. They cited as highlights meeting women from other unions and attending the workshops offered. Some of their own comments best communicate the spirit generated. "The conference was great...a true model of shared leadership." "The women I met were terrific and I would hope to be able to do this again in the future. Thanks!!" "The week-end got me very excited -- I can't wait to get back and get doing!" "Do it again! Get more WILD women!"

Most women responding (88%) saw the Leadership Development workshops as being important or very important. Comments indicated that the definitions of leadership, the discussions on leadership qualities and styles, and the opportunity to learn some goal setting and long-term planning skills were the most useful parts of these sessions. As one respondent wrote, "It made me realize that I have fears and that I might not be totally confident, but I'm not the only one that feels that way...I am a leader and ...every step I take further up the ladder I will gain more confidence." And another..."opened my eyes to the reality of the making of a leader". Issue workshops were seen as equally important in filling in gaps in information and introducing or sharpening skills.

One measure of the success of the week-end was the numbers of women indicating interest in attending additional programs. 91% of the women responding said they would be interested in attending either a one-day workshop (68), a week-end conference (54) or a week-long conference (28). Even the criticisms had a positive note as women wrote over and over again that a major problem with each session was that there just wasn't enough time to learn all that they wanted to learn or to talk with all the women they met. As one woman wrote, "Wonderful spirit! Very inspiring - gave me a good launching board for women's, union, political activities. Thanks for all your effort!!"





The Commonwealth of Massachusetts  
House of Representatives  
Assistant Majority Leader  
State House, Boston

MARIE E. HOWE  
31ST MIDDLESEX DISTRICT  
19 PEMBROKE STREET  
SOMERVILLE, MASSACHUSETTS

Committee on Rules,  
Commerce and Labor  
and Member of  
John F. Kennedy  
Memorial Commission

Nov. 29, 1987

Dear Arthur,

My deepest thanks and appreciation to you, your officers and members for your loyal friendship and support.

My best wishes to one and all for a very happy holiday season.

Best regards,  
Marie Howe



*F Nov 1987  
All GLC's  
John*

# Jewish Labor Committee

**NORTHEAST REGION**

33 Harrison Avenue • Boston, MA 02111  
(617) 350-7969

*12/1/87  
sent to CJCIS  
all CJCIS  
//*

November 19, 1987

Dear Friend:

**EXECUTIVE COMMITTEE**

Ronald M. Alman  
*Chairman*  
  
Donald J. Siegel, Esq.  
*Vice-Chairman*  
  
Marlan R. Baker  
Marsha R. Berger  
William H. Berger  
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Nathan Sandler  
Michael Schippani  
Jacob Schlitt  
Elliot Small  
Robert R. Stroh  
Edwin Weinstein  
Stuart Weiss  
  
Herman Brown  
*Regional Director*

The Jewish Labor Committee/Northeast Region will join with the rest of the organized Jewish community in a massive demonstration in behalf of Soviet Jewry in Washington, D.C. on Sunday, December 6, 1987, 1 P.M. to 4 P.M.

Soviet leader Mikhail Gorbachev meets with President Reagan the next day. We want to send a message to Secretary Gorbachev that Soviet Jews must be allowed to leave the Soviet Union if they so wish and to live safely and without discrimination as Jews.

You can join us by making a reservation as follows:

Round-trip bus

Leaves downtown Boston Saturday, December 5, 1987, 10:30 P.M.  
Returns to downtown Boston in early hours of the morning,  
Monday, December 7.  
Round-trip busfare: \$40.00 Students \$10.00

Charter Airplane

Leaves Logan Airport Sunday, December 6, 1987, 9:30 A.M.  
Returns from Dulles Airport, Washington, D.C., Sunday,  
6:30 P.M.  
Round-trip airfare: \$175.00

Reservations can be made by calling Scott Spiegler, Jewish Community Relations Council of Greater Boston - 330-9600.

It is my hope that you can join this demonstration of Jewish solidarity with our Soviet Jewish brothers and sisters on Sunday, December 6th in Washington, D.C.

Sincerely,

*Ronald M. Alman*

Ronald M. Alman  
Chair





# AFL-CIO Laundry and Dry Cleaning International Union

## LOCAL 66 OF NEW ENGLAND

697 BROADWAY

SOMERVILLE, MA 02144

Telephone (617) 628-8770

November 20, 1987

Dear Brothers and Sisters:

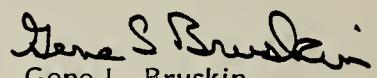
It is our great pleasure to announce the victory of the workers at Hospitals Laundry Association in their November 12th union election. The vote was a decisive 93 - 58 in favor of Local 66. If the challenged votes were counted the total would have been 102-61. This margin was especially significant in the face of the vicious anti-union campaign conducted by Modern Management for HLA. Faced with solid union support among all segments of its workforce, HLA has agreed to bargain rather than raise objections to the election results.

This campaign succeeded, in large part, because of the tremendous input of time, energy and talent by close to 100 volunteers. Many of you assisted us with translations, others made phone calls or gave up evenings and weekends to visit HLA workers in their homes, others joined community delegations objecting to HLA management about their election campaign conduct, while yet others made contributions in many small and large ways which made our victory possible. You, our supporters are to be congratulated.

This election represented the largest unit of workers organized in Boston in years. Coupled with the successful strike and contract won at Morgan Laundry in August, it has turned an important corner for Local 66. We thank you for your support and look forward to working together this winter to achieve an excellent contract for HLA workers.

  
David B. Brenner,  
President

In Solidarity,

  
Gene L. Bruskin,  
Organizer





Date: December 1, 1987

To: Adjusters, Administrators, Lawyers and Interested Public

From: Ralph Tucker, Chairman, Workers' Compensation Commission

Subject: Emergency Legislation P.L. 1987, c. 559 and c. 560,  
Effective 11/20/87

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Commission staff will conduct a 3 hour basic review of the new compensation legislation on Tuesday, January 26, 1988.

Of immediate concern are changes in medical cost controls, weekly incapacity benefits, permanent impairment, and review procedures. Most of the changes concern only injuries after 11/20/87, so the law will have a gradual, but accelerating, impact on the handling of claims.

Proposed rules and administrative changes required by the new law will be discussed. Copies of the new law, an effective date chart and proposed new rules and forms will be available.

Place: Room 156, Jewett Hall, University of Maine  
North Augusta/Belgrade Exit of I-95  
(next to Augusta Civic Center)

Date: Tuesday, January 26, 1988

Time: 2 repeat sessions (same presentation)  
9 a.m. to 12 noon  
2 p.m. to 5 p.m.

Please return registration form immediately to assure adequate space and handouts. Indicate morning or afternoon session. There will be no charge. There is plenty of parking.

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Please register me for the  a.m. or  p.m. session and mail me a copy of the new law. Please print.

Name: \_\_\_\_\_

Company: \_\_\_\_\_

Address:  
(with zip) \_\_\_\_\_

